Compensation Stabilization Program

ANNUAL REPORT 1985

86-03930/

LETTER OF TRANSMITTAL

May 1 1986

Honourable Hugh A. Curtis
Minister of Finance
Parliament Buildings
Victoria B.C.

Dear Mr. Minister,

Herewith the Annual Report of the activities of the Compensation Stabilization Program for the fourth year of its operation - 1985.

Respectfully submitted,

EDWARD R. PECK
COMMISSIONER

TABLE OF CONTENTS

DIRECTORY..... 4

ORGANIZATIONAL CHART..... 5

COMMISSIONER'S REPORT..... 6

BACKGROUND..... 8

SENIOR MANAGER'S FREEZE.....10

M.L.A. COMPENSATION REVIEW
(see Commissioner's Report)..... 6

PUBLIC SECTOR RESTRAINT ACT.....11

POLICY HIGHLIGHTS -
Compensation Stabilization Act.....12

RULINGS -
Compensation Stabilization Act.....17

1985 UNWEIGHTED SETTLEMENTS.....19

PUBLIC SECTOR RESTRAINT ACT
EXEMPTION ORDERS ISSUED.....54

DIRECTORY

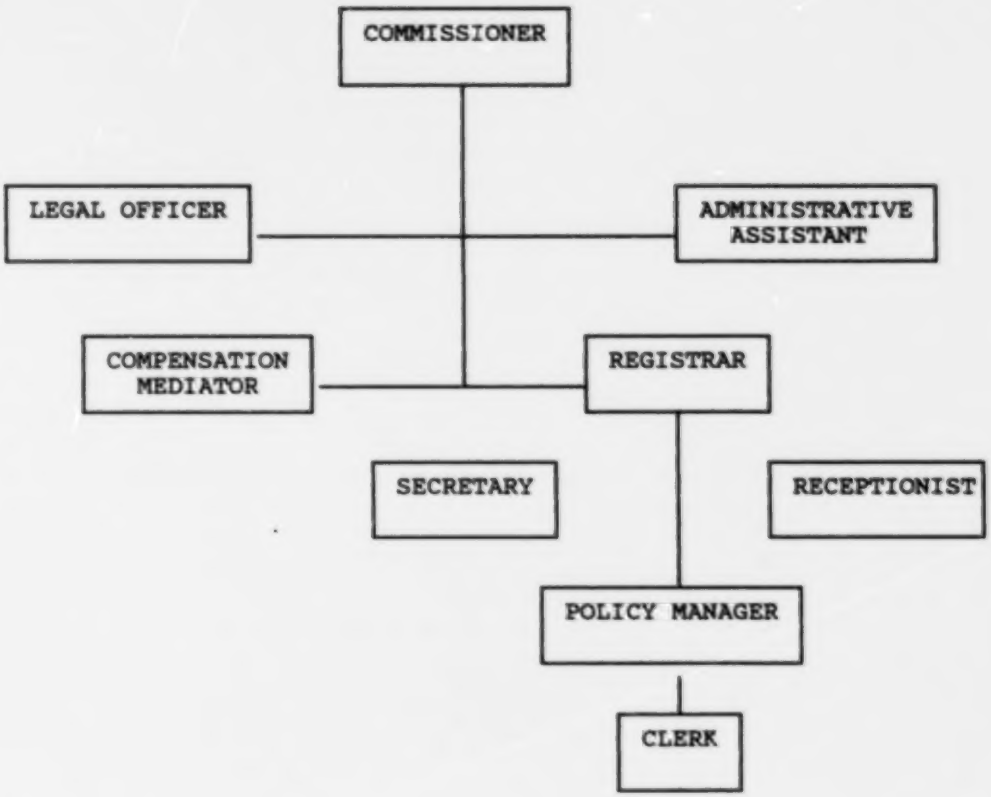
Commissioner
EDWARD R. PECK

Registrar
EDWARD L. LIEN

Compensation Mediator
VINCENT L. READY

Legal Officer
HEATHER McDONALD

COMPENSATION STABILIZATION PROGRAM ORGANIZATION CHART
(as of December 31 1985)



COMMISSIONER'S REPORT

The Compensation Stabilization Program is the independent agency charged with the responsibility of conducting the Government's wage control program, and the Commissioner's job is to administer the Program against the backdrop of employer/employee relations in B.C. I observe at the outset that the Commissioner's job is a special one in terms of administrative law. My function is akin to that of an administrative tribunal which acts and renders decisions on its own initiative. While the role is primarily one of an inquisitorial nature, I choose to emphasize fairness and act with sensitivity to the rights and interests of the affected parties to the extent that I possess the discretion to do so. For instance, I observe the maxim "audi alteram partem", i.e. to hear both sides.

1985 was a year of turbulence for collective bargaining between School Districts and Teachers' Associations. Late in 1984 amendments were made to the School Act and The Education (Interim) Finance Act, and to accommodate these amendments, changes were made as well to to the Compensation Stabilization Guidelines. As a consequence of these amendments, inexperience in the application of the new rules and substantial budget cuts, only fourteen of the seventy-five school district/teacher compensation plans were initially settled through negotiation, and sixty of the sixty-one arbitrated settlements for the transitional period were rejected by this office as excessive and returned to the parties for revision. To add to the confusion the B.C. Teachers Federation launched a court challenge questioning my jurisdiction to review the transitional period compensation plans using paragraph 16.1 of the Guidelines. Mr. Justice Spencer of the Supreme Court of British Columbia upheld my authority to review the transitional period as a six month guideline year. No appeal was taken. In the months following, most of the rejected plans were re-worked, often with mediation assistance from this office, and by year end only four teacher compensation plans remained to be resubmitted.

Although the Members of the British Columbia Legislature do not fall within the Compensation Stabilization Act's definition of a public sector employee, the Premier requested that I review monetary payments to the Members as proposed by the all-party Select Standing Committee on Standing Orders and Private Bills. I accepted the

responsibility to assess the proposed changes against the same standards applied to public sector employees by the Compensation Stabilization Act and Guidelines. Upon review I determined that part of the proposed package did not constitute compensation, or a change thereto, and that the portion that did constitute compensation exceeded the guidelines. In the result the proposed package (Report) was returned to the Legislature, and amended to fit the guidelines.

Following an intensive study by my office and two consulting firms, a report on public sector senior managers' compensation was submitted to Cabinet in April 1983. Further studies were requested and updated reports submitted. In June 1985 Cabinet announced amendments to the Guidelines and Regulations affecting the frozen senior managers' group. These amendments removed the freeze imposed on the compensation of all public sector senior managers and set down two-tier criteria for determining the permissible level of compensation paid to this group. Details of the amendments follow later in this Report.

In October 1985 Edward Lien resigned from the position as Registrar to the Compensation Stabilization Program to assume the position of General Manager of British Columbia Steamship (1975) Company Limited. Larry Gregg, formerly Policy Manager, succeeded Mr Lien as Registrar.

In the last Progress Report published by the Compensation Stabilization Program in 1985 (dated December 30 1985) the average weighted increase of public sector compensation plans was 2.96%. It is interesting to note that 82% of the plans reviewed by my office in 1985 were approved on initial submission.

Amendments made to the Compensation Stabilization Act, Guidelines and Regulations were of a minor nature and are detailed elsewhere in this Report.

I conclude by expressing my gratitude to the Provincial Government officials involved with the Program and to members of my staff for their assistance and support during the year past.

BACKGROUND

The Compensation Stabilization Program was introduced on February 18 1982 in a major address by Premier W.R. Bennett. The Program was part of a larger package of fiscal measures intended to meet the needs of a declining economy and was originally designed to restrain and stabilize levels of compensation in the public sector, while maintaining jobs and services. In the four years that the Program has been in existence it has experienced numerous evolutionary as well as housekeeping changes.

At its inception the Program was to be of limited duration, with flexible percentage limits ranging from 8 to 14%, governed by factors having precise values (Bulletin #4). In July 1982 a new range of limits, 0 to 10%, was inserted with factors no longer having precise values (Compensation Stabilization Act, Guidelines and Regulations). The third phase was introduced in October 1983, with the enactment of the Compensation Stabilization Amendment Act, which extended the duration of the Program indefinitely and made the employer's ability to pay of paramount consideration in determining the appropriate guideline for an employee group. The range of limits in the Regulations was altered to +5 to -5%, apart from a percentage to be attributable to a productivity increase; and the numerical factors were removed altogether from the Guidelines. Absent an issue of ability to pay, the guideline compensation level for an employee group depends on an amalgam of factors, namely, comparable settlements in the public sector; the identification of demonstrable or measurable increases in productivity and any other matter the Commissioner may deem to be relevant.

Further refinements were made to the Program in 1984 with changes to the Guidelines and Regulations which provide that the Commissioner may review a compensation plan of a duration greater or less than twelve months. The allowable annual compensation plan limit would be pro-rated to match the length of the compensation plan period. The Regulation numerical range was adjusted to 0 to -5%. The only increase now possible under the Regulations is generated by the discretionary productivity factor.

In 1985 the amendments to the Act included a confidentiality clause covering information obtained and recommendations made by a mediator during the course of his duties; reduction of the required reporting time for a

compensation plan from 30 to 10 days; and the addition of a provision that allows the Commissioner, under the Regulations, to fix the terms of a compensation plan where parties or their arbitrator have been unable to reach an acceptable compensation plan themselves. The Guidelines and Regulations were also amended to lift the freeze imposed in 1982 on the compensation paid to public sector senior managers, dividing this group into two separate groups, i.e. chief executive officers or equivalent, and senior managers. Special guidelines now apply to the chief executive officers' compensation. Senior Managers are subject to the same Guideline criteria as other employee groups. The Commissioner may apply the Regulations to chief executive officers and senior managers as well as to other employee groups.

In 1985 pursuant to Section 4(2) of the Act staff the office of the Commissioner began to conduct random audits of public sector employers to determine if the provisions of the Act and Guidelines were being complied with.

The audits took two forms. The first was that of a random audit. An employer would be notified of its selection and arrangements would then be made to conduct the audit. The Commissioner's staff would then review payroll data, related documentation (collective agreements, meeting minutes, etc.) and CSP-3 reporting forms to determine the accuracy of the submissions made to this office.

The second type of audit sought very specfic information concerning those positions which were effected by the removal of the senior managers' freeze. Letters would be sent to individual employers requesting the details of the compensation plans for these positions.

SENIOR MANAGERS' FREEZE

When the Premier announced the Program on February 18 1982 he introduced a freeze of the compensation of all senior managers, pending review by the Commissioner and a decision by Cabinet on appropriate compensation relationships and a guideline or guidelines. The Commissioner's review of the compensation paid to senior managers in the public sector was carried out with the assistance of Woods Gordon, and Towers, Perrin, Forster & Crosby Ltd., two Vancouver consulting firms with expertise in compensation matters. The review entailed a survey of over 400 of the larger employers resulting in over 700 positions being identified for inclusion in the frozen group. The process of analysis had begun. Senior managers were initially identified as the chief executive officer and those reporting directly to that person. During the course of the Commissioner's study certain positions were added to the senior managers' group and others removed. With a few exceptions the freeze encompassed those senior managers earning in excess of $55 000 per annum. The Commissioner submitted the report to Cabinet on April 13 1983. Cabinet initiated further inquiries into the matter, and on June 10 1985 amendments were made to the Guidelines and Regulations lifting the freeze.

The amendments to the Guidelines had the effect of replacing the single employee group of senior managers with two groups comprising the chief executive officer or equivalent, and senior managers other than chief executive officer. The positions which fall into the first group are set out by category in Schedule 1 to the Guidelines, and the criteria for determining the permissible level of compensation for this group are delineated in Paragraph 21 of the Guidelines. The second group, that is senior managers other than chief executive officers or equivalent, are now subject to paragraph 18 of the Guidelines, as are all other public sector employee groups. Both groups are no longer exempt from any part of the Act, Guidelines and Regulations. The amendments to the Guidelines also provide that the base date for either group cannot be earlier than March 31 1985.

PUBLIC SECTOR RESTRAINT ACT

The B.C. Public Sector Restraint Act received Royal Assent on October 21 1983. The Act applies to all employees of public sector employers. The Act was introduced as part of the Government's plan to reduce the size and scope of Government in line with the taxpayers' decreased ability to pay for government programs and services, and to ensure that all public sector employees are treated in a manner that is equitable and consistent with current employment practices. 1985 was a routine year for Public Sector Restraint Act exemption applications with few applications being rejected.

As a consequence of the School Amendment Act 1985, the Public Sector Restraint Act no longer applies to a teacher employed by a board of school trustees.

Ability to Pay
(Section 4(1)(g) and 12.1 of the Act, para. 17 and 18 of the Guidelines. Rulings 2/85; 3/85; 5/85; 8/85; 9/85; 10/85; 11/85; 12/85).
As final budget figures may differ in significant terms from those which appear in projections, it is clear that an accurate determination of an employer's ability to pay cannot be made until the final budget is known.

Although the Commissioner exercises an independent statutory judgement with regard to ability to pay, the evidentiary burden for making a case of inability to pay lies with the employer advancing the case.

In the view of the Commissioner, an allegation of budgetary contrivance on the part of an employer is a very serious matter which needs to be supported by hard evidence.

The Commissioner's general position on non-interference remains constant. This applies to any board of management which has exercised its responsibilities in a reasonable manner.

The Commissioner cannot sanction a claim of inability to pay when to support it the employer relies on its choice of ignoring a financial obligation to the employee group by diverting available excess funds to other operating needs which developed subsequent to the publication of an award or conclusion of negotiations (this is tantamount to creating an inability to pay), or where an employer simply refuses to budget for increases in compensation. The ability to pay test is not confined to the single question of whether or how much an employer has allocated for compensation increases in its budget.

The concept of ability to pay cannot be dismissed, or neatly encapsulated. As the sine qua non of the Compensation Stabilization Program, ability to pay demands a far more sophisticated analysis than a discussion of 'government funding decrees.' The public sector includes in its ambit a broad range of autonomous employers with diverse skills and responsibilities in the area of financial management. It is generally the case that Government funding will affect employer ability to pay, but it is by no means the sole determinant of employee group compensation.

An employer's ability to pay must be viewed in its broadest context. While an employer may have an ability to pay an increase to one group, the existence of "me too" clauses in agreements with other employee groups may result in an implicit extra cost that should be taken into account when assessing ability to pay.

It is an unacceptable argument that the possibility of deficit financing is a rationale for concluding that an employer possesses the ability to pay a salary increase. A deficit is an overexpenditure and thus for the purpose of assessing ability to pay its very nature contradicts the notion that it can somehow be treated as a 'source' to fund salary increases.

It is facile and hazardous to read one ruling from this office in isolation from the range of others which serve to infuse the statutory phrase "inability to pay" with meaning.

Productivity
(Section 2 of the Act, para. 19 of the Guidelines, 10.1 of the Regulations. Rulings 3/85; 7/85).
The essential ingredient of the productivity concept is the element of conscious design: whether by negotiated or arbitrated arrangement, a plan to effect cost savings though an increase in employee group productivity must exist. The resulting cost savings, or potential cost savings to the employer may be shared between the employer and employee group. The Guidelines do not contemplate an ad hoc reward for de facto group productivity, which reward may have adverse financial consequences for an employer driven by poor economic circumstances to initiate workplace changes as a cost-cutting measure. The Guidelines must be interpreted and applied in common-sense fashion with regard to the purpose of the Program as outlined in the Act. A staff reduction unilaterally implemented by an employer in order to save money cannot be the basis for granting remaining employees a wage increase as a result of their improved productivity.

Because the productivity increase is not included in the calculation of other compensation increases to an employee group's end pay rate, the group can conceivably reap a generous compensation increase as a reward for its role in such a scheme.

The Commissioner is charged with the responsibility to determine the appropriate sharing of the productivity cost savings between the employer and the employee group.

Application of Paragraph 16.1 of the Guidelines.
(Guideline 16 and 16.1. Rulings 1/85; 2/85; 5/85;)
Para.16.1 was added to the Guidelines to enable the office of the Commissioner to review compensation plans according to a guideline period which may be greater or less than twelve months duration. Specifically, the amendment was a tool to assist review of teacher compensation plans during the awkward "transitional period" made necessary by the change-over to a new fiscal year for school districts.

The Guidelines measure changes to total compensation rates rather than changes to total compensation levels; accordingly, pro-rating under para. 16.1 must be accomplished by adjusting a group's permissible rate of compensation increase for a twelve month period rather than adjusting the total level of compensation for a twelve month period.

Inclusion of Increments in Guideline Costing
(paragraphs 27 and 32.1 of the Guidelines.
Rulings 1/85; 2/85; 5/85; 12/85)
The Guidelines require that incremental compensation earned by progress through a salary range be included as compensation under the Program. The definition of 'compensation' in the Act is "all forms of pay, benefits, and perquisites paid or provided directly or indirectly, by or on behalf of an employer to or for the benefit of an employee." There is no question that incremental payments increase the total compensation rate of an employee group, that increments fall within the definition of compensation under the Act, and that the Guidelines require inclusion of increments in the costing of an employee group's total compensation rate.

Definition of a Public Sector Employer
(Section 1 of the Act. Ruling 3/85)
A corporation or an unincorporated board, commission, council, bureau, authority or similar body that has a majority of the members on its board of management or board of directors appointed by the Lieutenant-Governor in Council, qualify as a public sector employer under the Act. Having determined that the organization is in fact a public sector employer, it remains to be determined whether the organization is the employer of the persons covered by the compensation plan under review by the Commissioner. Is the organization party to the plan, i.e. is it this employer who will be obliged to pay the compensation?

Interpretation of the Act and Guidelines.
(Section 24.1 of the Act. Ruling 6/85).
The Commissioner's interpretation of the Act, Guidelines and Regulations are found in the Rulings of the Commissioner. The Act contains a privative clause, and thus the Rulings of the Commissioner are final and binding. The privative clause, rudimentary though it may be, constitutes a clear statutory direction on the part of the the Legislature that any questions of fact or law arising from the administration of the statute should be promptly and finally decided by the specialized tribunal to whom the Legislature has confided the particular area of inquiry. Canadian law calls for superior courts to defer to the decisions of inferior tribunals made within the specialized jurisdiction of their legislation.

The structure of the Program contemplates active participation by public sector employers, employee groups and their arbitrators in applying the Guidelines. If the Legislature intended the office of the Commissioner to be the sole administrator of the Program, there would be no role envisioned for the parties in collective bargaining or for arbitrators who are appointed to conclude compensation plans. The Act and Guidelines explicitly preserve the institutions of collective bargaining and arbitration with the parties actively participating as 'self-administrators' of the restraint objectives. Given this structure, the clear direction of the Legislature and the jurisprudence which has issued from this office, compensation plans must finally conform to the Commissioner's interpretation of the Act and Guidelines. An arbitrator who deliberately awards a contradictory plan will find that he/she possesses no plenary power, that is, has no capacity to succeed where the parties themselves cannot succeed.

Provisional Approval for the Payment of Increments
(Section 24.1 and 25.1 of the Act. Ruling 9/85).
Increments under a bridge clause of a compensation plan are of a conditional nature, anticipating validation under a final compensation plan embodied in a collective agreement. In ordinary circumstances the parties or their arbitrator would expect to confirm in a collective agreement that the increments are due and payable to the employee group, however such a result need not necessarily follow. In certain extraordinary circumstances the final compensation plan may eliminate or suspend the increment scheme. It is true that any final compensation plan may subsequently be amended by the parties, and that the Commissioner has the authority to review such a plan. However, this is far different from parties submitting

for review particulars of employee group compensation which they know to be incomplete or whose validity is conditional upon a subsequent Agreement confirming the employer's obligation to pay. Under the Act the Commissioner's decision or order is final and binding, indicating that my determination must follow review of a final and binding compensation plan. It is axiomatic that no final and binding determination can flow from review of an uncertain, unsettled compensation plan. The sensible interpretation is to require that the status quo level of compensation be maintained until a final compensation plan reflecting all new cost factors is reviewed and approved for implementation by the Commissioner.

The Supreme Court of B.C. (Judgement by Mr Justice Spencer dated March 21 1985, reported 62 BCLR 70) makes it clear that the Commissioner does not have any authority under the Act, Guidelines or Regulations to waive the effect of Section 25.1 and approve the implementation of part of a compensation plan.

Procedure for Hearing Parties' Submissions
(Sections 33, 5(1) and (2) of the Act. Ruling 1/85).
The Act does not stipulate any specific code of procedure for the Commissioner to follow when receiving submissions from the parties to a specific case. The statute does provide the Commissioner with the discretion to determine the procedures which he considers appropriate in any given case. It further provides that the Commissioner is not fettered by court-like procedures, or the procedures that may arise from the application of common-law principles. The procedural authority bestowed upon him by the Act is granted in a framework which differs markedly from that surrounding a court of law. The Act contemplates that in some circumstances the Commissioner may wish to employ a procedure which reflects an inquisitorial or investigatory function, which is distinct from the role of a court of law where judges do not actively engage in a search for evidence upon which to base their decision. The Commissioner is obliged to determine the appropriate procedures in the case before him given the issues which it raises, the importance of these issues under the scheme of the legislation and the authority which the legislation has bestowed upon him.

1985 LIST OF RULINGS
COMPENSATION STABILIZATION ACT

No.	Parties	Date Issued
1/85	The Board of School Trustees of School District #48 (Howe Sound) and Howe Sound Teachers' Association	Feb 7
2/85	The Board of School Trustees of School District #36 (Surrey) and Surrey Teachers' Association	Feb 8
	Review of Report by Committee of the Legislature of British Columbia Re: Compensation Matters	Feb 25
3/85	Police Board of the Corporation of District of Saanich and Saanich Police Board	March 29
4/85	Board of School Trustees of School District #86 (Creston-Kaslo) and Creston Valley Teachers' Association	April 5
5/85	Board of School Trustees of School District #61 (Greater Victoria) and Greater Victoria Teachers' Association	April 22
6/85	Royal Arch Masonic Home and Hospital Employees' Union	June 25
7/85	Corporation of the District of Surrey and Surrey Firefighters' Assn.	June 25
8/85	Board of School Trustees of School District #41 (Burnaby) and Burnaby Teachers' Assn.	Sept 6
9/85	Association of the University and College Employees, Local 1 and University of British Columbia	Oct 28
10/85	Board of School Trustees of School District #36 (Surrey) and Surrey Teachers' Assn.	Oct 10
11/85	Board of School Trustees of School District #62 (Sooke) and Sooke Teachers' Assn.	Oct 17

1985 LIST OF RULINGS
COMPENSATION STABILIZATION ACT

No.	Parties	Date Issued
12/85	Board of School Trustees of School District #60 (Peace River North) and Peace River North Teachers' Assn.	Oct 30
13.85	Board of School Trustees of School District #40 (New Westminster) and New Westminster Teachers' Assn.	Dec 24

1985 UNWEIGHTED SETTLEMENTS

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Acacia Ty Mawr Lodge	Staff	1	4.19
Altamont Private Hospital	H.E.U.	1	6.55
Altamont Private Hospital	H.E.U.	2	0.00
Altamont Private Hospital	H.E.U.	3	3.61
Altamont Private Hospital	H.E.U.	4	2.57
Armstrong Spallumcheen Hosp.	Mid. Management	3	2.90
Arranglen Lodge Ltd.	Non-contract Staff	1	3.20
Arranglen Lodge Ltd.	Non-contract Staff	2	3.06
Arranglen Lodge Ltd.	Non-contract Staff	3	3.93
Arranglen Lodge Ltd.	Staff	1	4.28
Arranglen Lodge Ltd.	Staff	2	1.49
Arranglen Lodge Ltd.	Staff	3	3.86
Arrow Lakes Hospital	Mid. Management	4	0.00
Arrowsmith Lodge	Non-medical Staff	4	2.18
Ashcroft and District General Hospital	Jr. Management	4	1.75
Barriere & Dist. Diagnostic Treatment Centre	Staff	2	3.44
Baker, G.R., Memorial Hosp.	Non-contract Staff	3	3.14
Beacon Hill Lodge - West Vancouver	Administrative Staff	4	2.04
Beckley Farm Lodge	Administrative Staff	3	2.82
Beckley Farm Lodge	Non-medical Staff	3	2.26
Blenheim Lodge	Staff	3	2.66
Boundary Hospital Society	Non-contract Staff	3	0.00
Boundary Hospital Society	Non-contract Staff	4	0.00
Boundary Hospital Society	Non-contract Staff	5	3.28
Broadway Pentecostal Lodge	Administrative Staff	4	3.44
Broadway Pentecostal Lodge	Non-medical Staff	4	3.24
Bulkley Lodge	Mid. Management	4	2.86
Burnaby Hospital	Senior Managers	1	2.96
Burnaby Hospital	Non-contract Staff	3	3.09
Burns Lake & District Hosp.	Administrative Staff	3	3.07
Cancer Control Agency of B.C.	Senior Managers	1	3.54
Cancer Control Agency of B.C.	Licenced Professionals	3	4.37
Cancer Control Agency of B.C.	Supervis./Foremen/Sec.	3	3.55
Cancer Control Agency of B.C.	Professional Staff	2	1.24
Cancer Control Agency of B.C.	Professional Staff	3	2.97
Cariboo Memorial Hospital	Non-contract Staff	3	3.49
Castlegar and District Hosp.	Mid. Management	3	1.86
Cedarview Lodge	Mid. Management	2	2.30
Cedarview Lodge	Staff	2	2.29
Cedarview Lodge	Non Union Nurses	2	1.47
Central City Mission	Administrative Staff	4	3.00
Central City Mission	Staff	4	3.04

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Central Park Lodges	H.E.U.	1	7.53
Central Park Lodges	H.E.U.	2	0.00
Central Park Lodges	H.E.U.	3	2.33
Central Park Manor	Mid. Management	4	0.00
Chemainus General Hospital	Mid. Management	4	2.87
Children's Hospital	Residents & Interns	1	3.51
Children's Hospital	Residents & Interns	2	3.51
Chilliwack General Hospital	Mid. Management	3	3.06
Chilliwack General Hospital	Non-contract Staff	3	3.17
Coast Foundation Society	Mid. Management	1	2.17
Coast Foundation Society	Mid. Management	2	3.00
Coast Foundation Society	Mid. Management	3	1.06
Coast Foundation Society	C.U.P.E.	1	3.23
Coast Foundation Society	C.U.P.E.	2	4.65
Coast Foundation Society	C.U.P.E.	3	0.00
Columbia Centre Society	Staff	3	3.15
Columbia View Lodge	Staff	3	0.00
Cook, N.B. Corporation	Mid. Management	1	3.38
Cook, N.B. Corporation	Mid. Management	2	3.40
Cook, N.B. Corporation	Mid. Management	3	3.47
Cooper Place Intermediate Care Facility	Staff	1	1.76
Coquitlam Inter. Care Centre	Mid. Management	1	0.00
Coqutilam Inter. Care Centre	Mid. Management	2	2.74
Coquitlam Inter. Care Centre	Mid. Management	3	5.70
Coquitlam Inter. Care Centre	Non Union Nurses	1	0.00
Coquitlam Inter. Care Centre	Non Union Nurses	2	4.59
Coquitlam Inter. Care Centre	Non Union Nurses	3	4.63
Cowichan District Hospital	Non-contract Staff	1	0.00
Cowichan District Hospital	Non-contract Staff	2	3.88
Cowichan Lodge	Mid. Management	3	0.00
Cowichan Lodge	Mid. Management	4	3.43
Cowichan Lodge	H.E.U.	1	9.51
Cowichan Lodge	H.E.U.	2	4.88
Cowichan Lodge	H.E.U.	3	4.84
Cowichan Lodge	H.E.U.	4	2.22
Craigdarrock Rest Home	Staff	1	3.41
Cranbrook and District Hosp.	Mid. Management	3	2.42
Creston & Dist. Health Soc.	Staff	4	2.33
Creston Valley Hospital	Non-contract Staff	4	3.25
Dania Home	Staff	3	3.17
Dawson Creek & District Hosp.	Non-medical Staff	4	3.16
Deer Lake Private Hospital	Staff	1	2.97
Delta Hospital	Non-medical Staff	4	3.42
Devaud, Olive Residence	Mid. Management	3	3.56
Dogwood Lodge	Non-medical Staff	3	3.90
Duke Residence Society	Staff	4	1.74

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Dunrovin Park (1974) Society	Non-medical Staff	3	2.62
Durand, Henry Special Care	Mid. Management	3	2.94
Eden Rest Home	Staff	1	3.74
Elkford Diagnostic & Treatment Centre	Staff	4	3.08
Enderby & Dist. Memorial Hosp.	Mid. Management	3	2.89
Evergreen Baptist Home	Staff	3	1.93
Fair Haven United Church Homes	Staff	2	1.93
Fair Haven United Church Homes	Staff	4	1.22
Fernie District Hospital	Mid. Management	4	3.38
Finnish Manor	Mid. Management	4	2.79
Finnish Home	Administrative Staff	4	3.03
Fir Park Village	Non-contract Staff	4	3.21
Fort Nelson General Hospital	Administrative Staff	2	1.26
Fort Nelson General Hospital	Administrative Staff	3	2.93
Fort St. John General Hospital	Non-contract Staff	2	2.73
Fort St. John General Hospital	Non-contract Staff	3	4.34
Fort St. John General Hospital	Secretary/Councellor	1	5.57
Fort St. John General Hospital	Secretary/Councellor	2	0.00
4 All Seasons Retirement Lodge	Staff	3	2.97
Fraser Burrard Hospital Soc.	Senior Managers	1	3.66
Fraser Burrard Hospital Soc.	Professional Staff	1	3.53
Fraser Burrard Hospital Soc.	Staff	1	2.44
Fraser Burrard Hospital Soc.	Non-contract Staff	1	3.51
Fraser Burrard Hospital Soc.	Non-contract Staff	2	3.44
Fraser Canyon Hospital	Mid. Management	3	3.06
Glacier View Lodge Society	Mid. Management	3	3.14
Glacier View Lodge Society	Dietary	2	3.12
Glen Properties Ltd.	B.C.N.U.	3	2.35
Glen Properties Ltd.	B.C.N.U.	4	2.29
Glenwarren Lodge Ltd.	C.U.P.E.	1	2.19
Glenwarren Lodge Ltd.	C.U.P.E.	2	1.98
Gold River Health Clinic	Non-contract Staff	4	2.46
Golden & District Gen. Hosp.	Mid. Management	3	2.89
Golden Ears Retirement Centre	Mid. Management	4	3.14
Golden Ears Retirement Centre	H.E.U.	1	4.77
Golden Ears Retirement Centre	H.E.U.	2	2.91
Golden Ears Retirement Centre	H.E.U.	3	1.96
Grace Hospital	Mid. Management	3	3.39
Grandview Towers	H.E.U.	1	7.52
Grandview Towers	H.E.U.	2	0.33
Grandview Towers	H.E.U.	3	1.97
Greater Vancouver Mental Health Service	Administrative Staff	1	0.00

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Greater Vancouver Mental Health Service	Administrative Staff	2	3.71
Green, Dr. F.W. Memorial	H.E.U.	1	7.21
Green, Dr. F.W. Memorial	H.E.U.	2	0.46
Green, Dr. F.W. Memorial	H.E.U.	3	2.52
Greenwoods	Mid. Management	4	0.00
Greenwoods	H.E.U.	1	7.67
Greenwoods	H.E.U.	2	1.38
Greenwoods	H.E.U.	3	3.20
Greenwoods	Non Union Nurses	4	2.79
Halcyon Community Home Soc.	Staff	1	3.23
Halcyon Community Home Soc.	Staff	2	2.28
Halcyon Community Home Soc.	Staff	3	3.56
Haney Intermediate Care Cent.	Mid. Management	1	0.00
Haney Intermediate Care Cent.	Mid. Management	2	0.00
Haney Intermediate Care Cent.	Mid. Management	3	10.02
Haney Intermediate Care Cent.	Staff	1	0.00
Haney Intermediate Care Cent.	Staff	2	6.85
Haney Intermediate Care Cent.	Staff	3	7.51
Haney Intermediate Care Cent.	Staff	4	0.00
Haney Intermediate Care Cent.	Non Union Nurses	1	0.00
Haney Intermediate Care Cent.	Non Union Nurses	2	7.28
Haney Intermediate Care Cent.	Non Union Nurses	3	4.75
Hardy View Lodge	H.E.U.	1	2.78
Hardy View Lodge	H.E.U.	2	3.21
Harmony Hall Ltd.	Staff	1	3.19
Harmony Hall Ltd.	Staff	2	4.35
Harmony Hall Ltd.	Staff	3	3.28
Haro Park Centre	H.E.U.	1	4.20
Haro Park Centre	H.E.U.	2	4.74
Haro Park Centre	H.E.U.	3	1.92
Helmcken, Dr. Memorial Hosp.	Mid. Management	4	2.94
Houston Health Care Services Society	Mid. Management	4	0.87
Inglewood Private Hospital and Lodge	B.C.N.U.	1	1.83
Inglewood Private Hospital and Lodge	B.C.N.U.	2	3.65
Inglewood Private Hospital and Lodge	B.C.N.U.	3	4.39
James Bay Lodge -Beacon Hill	Administrative Staff	4	2.98
James Bay Lodge -Beacon Hill	B.C.N.U.	1	3.77
James Bay Lodge -Beacon Hill	B.C.N.U.	2	0.54
James Bay Lodge -Beacon Hill	S.E.I.U.	3	2.82
Juan de Fuca Hospitals	Non-contract Staff	3	3.40
Juan de Fuca Hospitals	Non-contract Staff	4	-10.45

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Kelowna General Hospital	Mid. Management	3	3.49
Kelowna General Hospital	Jr. Management	3	2.40
Kelowna General Hospital	(Executive) Secretary	3	2.00
Kimberley & District Hospital	Non-contract Staff	4	3.27
Kimberley Special Care Home	H.E.U.	1	7.74
Kimberley Special Care Home	H.E.U.	2	0.53
Kimberley Special Care Home	H.E.U.	3	2.48
Kinsmen Place Lodge	Mid. Management	4	3.38
Kinsmen Place Lodge	B.C.G.E.U.	3	1.15
Kinsmen Place Lodge	B.C.G.E.U.	4	0.98
Kinsmen Place Lodge	Non Union Nurses	4	1.02
Kinsmen Retirement Centre	H.E.U.	1	7.77
Kinsmen Retirement Centre	H.E.U.	2	1.93
Kinsmen Retirement Centre	H.E.U.	3	2.45
Kinsmen Retirement Centre	B.C.N.U.	2	4.27
Kinsmen Retirement Centre	B.C.N.U.	3	5.22
Kiro Manor	Mid. Management	4	1.96
Kiro Manor	H.E.U.	1	7.54
Kiro Manor	H.E.U.	2	0.73
Kiro Manor	H.E.U.	3	2.34
Kitimat General Hospital	Mid. Management	3	2.92
Kiwanis Village Care Home	Management / Nurses	4	3.35
Kiwanis Village Care Home	H.E.U.	4	3.88
Kootenay Lake District Hosp.	Mid. Management	3	3.70
Lady Minto Gulf Islands Hosp.	Mid. Management	1	0.97
Lady Minto Gulf Islands Hosp.	Jr. Management	1	1.91
Lady Minto Gulf Islands Hosp.	Jr. Management	2	2.94
Lady Minto Gulf Islands Hosp.	Jr. Management	3	1.11
Lakeside Lodge	Staff	1	4.90
Langley Lodge	B.C.G.E.U.	3	3.10
Langley Lodge	B.C.G.E.U.	4	1.16
Langley Lodge	B.C.N.U.	2	3.64
Langley Lodge	B.C.N.U.	3	3.47
Laurel Lodge Intermediate Care Home	Staff	1	3.39
Laurel Lodge Intermediate Care Home	Staff	2	1.65
Lillooet District Hospital	Jr. Management	4	3.77
Lloyd-Jones, David Home	Mid. Management	3	3.21
Logan Lake Diagnostic & Treatment Centre	Staff	1	3.11
Loma Residence Association	C.U.P.E.	3	0.00
Loma Residence Association	C.U.P.E.	4	1.43
Lookout Emergency Aid Society	Mid. Management	4	2.91
Lookout Emergency Aid Society	B.C.G.E.U.	3	2.89

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Lookout Emergency Aid Society	B.C.G.E.U.	4	2.10
Lower Mainland Soc. for Residence for Phys. Handicapped	Mid. Management	4	2.92
Lower Mainland Soc. for Residence for Phys. Handicapped	Staff	4	2.94
Luther Court	H.E.U.	1	7.66
Luther Court	H.E.U.	2	1.00
Luther Court	H.E.U.	3	3.29
McBride and District Hosp.	Mid. Management	3	1.50
McDonald Lodge #2	H.E.U.	1	7.12
McDonald Lodge #2	H.E.U.	2	0.00
McDonald Lodge #2	H.E.U.	3	4.04
Malaspina Lodge	H.E.U.	1	7.90
Malaspina Lodge	H.E.U.	2	6.92
Malaspina Lodge	H.E.U.	3	3.37
Malaspina Lodge	H.E.U.	4	3.31
Malaspina Lodge	H.E.U.	5	2.59
Maple Ridge Hospital	Mid. Management	3	3.48
Menno Home	Mid. Management	4	1.98
Menno Home	Staff	4	2.89
Menno Hospital	Mid. Management	3	2.89
Menno Hospital	Non-contract Staff	3	2.15
Mennonite Intermediate Care Home	Staff	2	2.80
Mount Paul Private Hospital	Mid. Management	4	2.02
Mount Paul Private Hospital	Non Union Nurses	4	2.39
Mount St. Joseph Hospital	Non-contract Staff	3	1.99
Mount St. Joseph Hospital	Non-contract Staff	4	1.95
Mount St. Mary Hospital	Mid. Management	2	3.08
Mount St. Mary Hospital	Mid. Management	3	3.21
Mount St. Mary Hospital	Staff	2	2.48
Mount St. Mary Hospital	Staff	3	3.30
Mountain View Lodge	Supervis./Foremen/Sec.	2	4.68
M.S.A. Manor	H.E.U.	1	7.34
M.S.A. Manor	H.E.U.	2	1.19
M.S.A. Manor	H.E.U.	3	2.86
M.S.A. Halfway House	Staff	3	3.22
Nanaimo Travellers Lodge	H.E.U.	1	7.68
Nanaimo Travellers Lodge	H.E.U.	2	1.43
Nanaimo Travellers Lodge	H.E.U.	3	2.90
Nelson Jubilee Manor	Mid. Management	3	3.11
New Vista Care Home	H.E.U.	1	4.74
New Vista Care Home	H.E.U.	2	2.82
New Vista Care Home	H.E.U.	3	2.52
New Vista Care Home	H.E.U.	4	3.54

HEATH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
New Vista Care Home	B.C.N.U.	2	3.34
New Vista Care Home	B.C.N.U.	3	3.00
Nicola Valley General Hosp.	Mid. Management	4	3.58
North Shore Private Hosp.	H.E.U.	1	4.42
North Shore Private Hosp.	H.E.U.	2	4.56
Omineca Lodge	Mid. Management	4	3.35
Omineca Lodge	Non Union Nurses	4	2.99
Overlander Extended Care Hosp.	Mid. Management	4	1.86
Parkholm Lodge	Non-contract Staff	3	2.93
Parklane Private Hospital	Staff	1	3.07
Parklane Private Hospital	Staff	2	3.07
Parkview Place Society	Staff	1	3.70
Parkview Place Society	Staff	2	3.47
Parkview Place Society	Staff	3	3.53
Parkview Place Society	Staff	4	2.08
Peace Arch District Hospital	Mid. Management	3	0.00
Peace Arch District Hospital	Mid. Management	4	3.41
Peace Arch District Hospital	Non-contract Staff	3	2.18
Peace Arch District Hospital	Non-contract Staff	4	2.81
Peace River Haven	Administrative Staff	3	3.29
Pearson Hospital	Mid. Management	1	1.94
Pemberton Health Centre	Administrative Staff	1	3.81
Pemberton Health Centre	Administrative Staff	2	6.16
Pemberton Health Centre	H.E.U.	1	3.26
Pemberton Health Centre	H.E.U.	2	1.86
Pemberton Health Centre	Staff	2	5.85
Pemberton Health Centre	Staff	3	5.60
Phoenix Centre	Mid. Management	2	1.89
Phoenix Centre	Mid. Management	3	2.48
Phoenix Centre	Detox Staff	3	3.39
Phoenix Centre	Detox Staff	4	2.45
Pleasant Meadows Lodge	Staff	1	3.60
Pleasant Meadows Lodge	Staff	2	3.48
Pleasant Meadows Lodge	Staff	3	2.50
Ponderosa Lodge	Mid. Management	3	3.57
Ponderosa Lodge	Mid. Management	4	2.99
Port Alice Hospital	Mid. Management	4	2.85
Port Hardy Hospital	Mid. Management	3	3.58
Port Hardy Hospital	Mid. Management	4	2.88
Pouce Coupe Community Hosp.	Mid. Management	2	3.39
Pouce Coupe Community Hosp.	Account / Payroll	2	3.44
Powell River General Hosp.	Non-contract Staff	2	1.66
Prince George Regional Hosp.	Non-contract Staff	3	3.34

HEALTH AND COMMUNITY CARE FACITILITES

Employer	Employee Group	Year	Unweighted % Increase
Prince Rupert Regional Hosp.	Jr. Management	3	0.00
Prince Rupert Regional Hosp.	Jr. Management	4	3.02
Prince Rupert Health Care Soc.	Administrative Staff	4	2.99
Princeton General Hospital	Mid. Management	2	0.00
Princeton General Hospital	Mid. Management	3	4.78
Princeton General Hospital	Non-contract Staff	1	4.77
Princeton General Hospital	Non-contract Staff	2	0.00
Princeton General Hospital	Non-contract Staff	3	3.81
Princeton Long Term Care Soc.	Mid. Management	2	4.03
Princeton Long Term Care Soc.	Mid. Management	3	2.09
Princeton Long Term Care Soc.	Non-contract Staff	3	2.14
Queen Alexandra Hospital for Children	Mid. Management	2	1.70
Queens Park Hospital	H.E.U.	2	0.00
Queens Park Hospital	H.E.U.	3	2.81
Queen Victoria Hospital	Mid. Management	3	3.92
Richmond General Hospital	Non-contract Staff	3	0.44
Richmond Lions Manor	H.E.U.	1	7.64
Richmond Lions Manor	H.E.U.	2	0.25
Richmond Lions Manor	H.E.U.	3	2.10
Rocky Mountain Lodge	Staff	3	3.37
Rocky Mountain Lodge	Staff	4	3.12
Rose Manor	Staff	3	3.16
Rosewood Manor	Administrative Staff	3	2.73
Rosewood Manor	Staff	3	1.96
Rotary Manor	H.E.U.	1	7.67
Rotary Manor	H.E.U.	2	6.69
Rotary Manor	H.E.U.	3	5.76
Rotary Manor	H.E.U.	4	2.20
Round Lake Native Alcohol & Drug Treatment	Staff	2	2.93
Royal Arch Masonic Home	B.C.N.U.	2	2.95
Royal Arch Masonic Home	H.E.U.	1	4.75
Royal Arch Masonic Home	H.E.U.	2	3.54
Royal Arch Masonic Home	H.E.U.	3	1.93
Royal Arch Masonic Home	H.E.U.	4	1.72
Royal Inland Hospital	Senior Managers	1	1.97
Royal Inland Hospital	Non-contract Staff	3	3.48
St. George's Hospital	Mid. Management	4	3.41
St. George's Hospital	Mid. Management	5	2.96
St. John Hospital	Mid. Management	3	3.21
St. Michael's Centre	Non-contract Staff	4	2.99
St. Joseph's General Hospital	Mid. Management	3	1.93
St. Paul's Hospital	Senior Managers	1	3.13
St. Paul's Hospital	Mid. Management	4	3.10
St. Paul's Hospital	Directors	1	3.14

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
St. Paul's Hospital	Non-contract Staff	4	3.18
St. Vincent's Hospital	Mid. Management	4	3.20
St. Vincent's Hospital	Support Staff	4	3.19
Saanich Peninsula Hospital	Non-contract Staff	3	3.42
Salmon Arm Pioneer Society	Administrative Staff	4	1.90
Salmon Arm Pioneer Society	Staff	4	2.38
Salvation Army Buchanan Memorial - Sunset Lodge	Non-medical Staff	3	0.77
Salavation Army Buchanan Memorial - Sunset Lodge	H.E.U.	4	1.77
Salvation Army Sunset Lodge	H.E.U.	1	7.72
Salvation Army Sunset Lodge	H.E.U.	2	1.93
Salvation Army Sunset Lodge	H.E.U.	3	2.38
Salvation Army Sunset Lodge	B.C.N.U.	2	4.51
Salvation Army Sunset Lodge	B.C.N.U.	3	5.39
Seton Villa	Staff	3	2.06
Shaughnessy Hospital	Mid. Management	3	3.17
Shaughnessy Manor	B.C.N.U.	2	2.99
Shaughnessy Manor	B.C.N.U.	3	2.46
Shaughnessy Manor	H.E.U.	1	4.64
Shaughnessy Manor	H.E.U.	2	2.88
Shaughnessy Manor	H.E.U.	3	2.10
Sherwood Crescent Guest Home	Staff	1	3.86
Sherwood Crescent Guest Home	Staff	2	4.33
Sherwood Crescent Guest Home	Staff	3	1.99
Shuswap Lake General Hospital	Senior Managers	2	0.00
Shuswap Lake General Hospital	Senior Managers	3	0.00
Shuswap Lake General Hospital	Mid. Management	3	2.32
Sidney Personal Care Home	Staff	1	0.00
Sidney Personal Care Home	Staff	2	10.99
Sidney Personal Care Home	Staff	3	0.00
Slocan Community Hospital	Mid. Management	4	3.27
South Okanagan General Hosp.	Mid. Management	4	3.15
South Okanagan General Hosp.	Non-contract Staff	4	3.20
Southpines Private Hospital	H.E.U.	2	0.00
Southpines Private Hospital	H.E.U.	3	3.91
Sparwood General Hospital	Mid. Management	4	2.61
Still Waters Private Hospital	Staff	1	1.11
Still Waters Private Hosp.	Staff	2	5.68
Still Waters Private Hosp.	Staff	3	3.81
Stuart Lake Hospital	Mid. Management	2	2.97
Summerland General Hospital	Non-contract Staff	4	3.15
Sunnybank Retirement Home	H.E.U.	2	1.31
Surrey Memorial Hospital	Mid. Management	1	2.09
Surrey Memorial Hospital	Mid. Management	2	3.11
Surrey Memorial Hospital	Mid. Management	3	3.55

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Tahsis Hospital	Mid. Management	4	3.12
Terraceview Lodge	Management / Nurses	1	3.38
Three Links Care Centre	B.C.N.U.	2	2.94
Three Links Care Centre	B.C.N.U.	3	4.50
Three Links Care Centre	H.E.U.	2	4.89
Three Links Care Centre	H.E.U.	3	3.24
Tilbury Regional Hosp. Laundry	Senior Managers	1	5.34
Tilbury Regional Hosp. Laundry	Senior Managers	2	0.00
Tilbury Regional Hosp. Laundry	Senior Managers	3	2.91
Trail Regional Hospital	Supervis./Foremen/Sec.	4	3.21
Trillium Lodge	Mid. Management	4	3.39
Trinity Center	Non-contract Staff	2	2.32
Turning Point Alcohol & Drug Abuse Program	Counselling Workers	1	2.31
U.B.C. Health Sciences Hosp.	Professional Staff	2	2.05
U.B.C. Health Sciences Hosp.	Non-contract Staff	3	2.18
U.B.C. Health Sciences Hosp.	H.E.U.	2	0.00
U.B.C. Health Sciences Hosp.	H.E.U.	3	4.48
Uphill, Tom Memorial Home	Mid. Management	4	3.00
Uphill, Tom Memorial Home	B.C.N.U.	2	3.96
Uphill, Tom Memorial Home	B.C.N.U.	3	5.55
Uphill, Tom Memorial Home	C.U.P.E.	4	2.79
Valhaven Home	Mid. Management	2	0.00
Valhaven Home	Mid. Management	3	2.04
Valhaven Home	Non-medical Staff	2	0.00
Valhaven Home	Non-medical Staff	3	2.10
Valleyhaven Guest Home	Staff	2	0.00
Valleyhaven Guest Home	Staff	3	3.21
Vancouver General Hospital	Senior Managers	1	3.60
Vancouver General Hospital	Mid. Management	3	3.21
Vancouver General Hospital	Licenced Professionals	1	0.00
Vancouver General Hospital	Licenced Professionals	2	0.02
Vancouver General Hospital	Licenced Professionals	3	3.00
Vancouver Richmond Association for Mentally Handicapped	B.C.G.E.U.	3	1.94
Vancouver Richmond Association for Mentally Handicapped	B.C.G.E.U.	4	2.50
Vernon Jubilee Hospital	Mid. Management	3	2.64
Vernon Jubilee Home Society - Noric House	Mid. Management	4	2.97
Victorian Hospital of Kaslo	Mid. Management	4	3.21
Villa Cathay Care Home Soc.	Mid. Management	4	3.05
Villa Cathay Care Home Soc.	Staff	4	3.01
Willowdale Guest Home Ltd.	Staff	1	3.87
Willowdale Guest Home Ltd.	Staff	2	3.72
Willowdale Guest Home Ltd.	Staff	3	3.26

HEALTH AND COMMUNITY CARE FACILITIES

Employer	Employee Group	Year	Unweighted % Increase
Willowdale Guest Home Ltd.	Staff	4	3.06
Willowhaven Private Hosp.	Non Union Nurses	3	2.58
Windermere District Social Service Society	Administrative Staff	1	0.00
Windermere District Social Service Society	Staff	1	3.75
Windermere District Hospital	Mid. Management	3	3.76
Youville Residence	Mid. Management	4	3.21
Youville Residence	Staff	4	3.24
Yucalta Lodge	Mid. Management	3	1.83

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #1 (Fernie)	Mid. Management	4	3.00
S.D. #1 (Fernie)	Jr. Management	3	4.00
S.D. #1 (Fernie)	Teachers' Assn.	3	3.58
S.D. #2 (Cranbrook)	Mid. Management	2	3.00
S.D. #2 (Cranbrook)	Non-contract Staff	3	1.37
S.D. #2 (Cranbrook)	Teachers' Assn.	3	2.53
S.D. #2 (Cranbrook)	C.U.P.E.	1	0.00
S.D. #2 (Cranbrook)	C.U.P.E.	2	3.80
S.D. #3 (Kimberley)	Mid. Management	1	3.20
S.D. #3 (Kimberley)	Supervisory	2	0.00
S.D. #3 (Kimberley)	Supervisory	3	3.80
S.D. #3 (Kimberley)	Administrative Staff	2	0.00
S.D. #3 (Kimberley)	Administrative Staff	3	3.79
S.D. #3 (Kimberley)	Administrative Staff	4	2.91
S.D. #3 (Kimberley)	Supervis./Foremen/Sec.	4	2.95
S.D. #3 (Kimberley)	Teachers' Assn.	3	2.04
S.D. #3 (Kimberley)	Substitute Teachers	3	0.00
S.D. #3 (Kimberley)	Non-Contract Staff	3	0.00
S.D. #3 (Kimberley)	C.U.P.E.	2	0.00
S.D. #3 (Kimberley)	C.U.P.E.	3	3.82
S.D. #3 (Kimberley)	C.U.P.E.	4	2.90
S.D. #4 (Windermere)	Mid. Management	2	3.19
S.D. #4 (Windermere)	Mid. Management	3	3.31
S.D. #4 (Windermere)	(Executive) Secretary	3	1.96
S.D. #4 (Windermere)	Teachers Assn.	3	0.33
S.D. #4 (Windermere)	Teachers' Assn.	4	0.95
S.D. #4 (Windermere)	C.U.P.E.	2	2.87
S.D. #4 (Windermere)	C.U.P.E.	3	0.00
S.D. #4 (Windermere)	Child Aides	2	2.88
S.D. #4 (Windermere)	Child Aides	3	0.00
S.D. #7 (Nelson)	Administrative Staff	3	1.94
S.D. #7 (Nelson)	Teachers' Assn.	3	2.58
S.D. #7 (Nelson)	Speech Therapist	1	1.61
S.D. #7 (Nelson)	C.U.P.E.	3	1.32
S.D. #7 (Nelson)	C.U.P.E.	4	2.67
S.D. #9 (Castlegar)	Senior Managers	1	0.00
S.D. #9 (Castlegar)	Administrative Staff	3	3.48
S.D. #9 (Castlegar)	Teachers' Assn.	3	0.54
S.D. #9 (Castlegar)	Teachers' Assn.	4	1.01
S.D. #10 (Arrow Lakes)	Mid. Management	2	0.00
S.D. #10 (Arrow Lakes)	Mid. Management	3	1.94
S.D. #10 (Arrow Lakes)	Teachers' Assn.	3	3.72
S.D. #10 (Arrow Lakes)	Substitute Teachers	3	0.00
S.D. #10 (Arrow Lakes)	Non-contract Staff	2	0.00
S.D. #10 (Arrow Lakes)	Non-contract Staff	3	2.10
S.D. #10 (Arrow Lakes)	C.U.P.E.- Non-Teaching	3	1.32

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #10 (Arrow Lakes)	C.U.P.E.- Casual	3	1.42
S.D. #11 (Trail)	Senior Managers	1	2.28
S.D. #11 (Trail)	Mid. Management	1	0.00
S.D. #11 (Trail)	Mid. Management	2	2.27
S.D. #11 (Trail)	Administrative Staff	2	0.00
S.D. #11 (Trail)	Administrative Staff	3	2.22
S.D. #11 (Trail)	Teachers' Assn.	3	3.35
S.D. #11 (Trail)	Substitute Teachers	3	2.30
S.D. #11 (Trail)	C.U.P.E.	4	2.39
S.D. #11 (Trail)	C.U.P.E.	5	3.41
S.D. #12 (Grand Forks)	Mid. Management	2	0.00
S.D. #12 (Grand Forks)	(Executive) Secretary	3	2.71
S.D. #12 (Grand Forks)	(Executive) Secretary	4	3.75
S.D. #12 (Grand Forks)	Teachers' Assn.	3	3.15
S.D. #12 (Grand Forks)	Teachers' Assn.	4	0.00
S.D. #12 (Grand Forks)	C.U.P.E.	3	1.32
S.D. #12 (Grand Forks)	C.U.P.E.	4	2.75
S.D. #12 (Grand Forks)	Support Staff	3	1.36
S.D. #12 (Grand Forks)	Support Staff	4	2.61
S.D. #13 (Kettle Valley)	Teachers' Assn.	3	2.99
S.D. #14 (Southern Okanagan)	Mid. Management	2	0.00
S.D. #14 (Southern Okanagan)	Mid. Management	3	1.51
S.D. #14 (Southern Okanagan)	Teachers' Assn.	3	2.48
S.D. #14 (Southern Okanagan)	Speech Therapist	1	1.69
S.D. #14 (Southern Okanagan)	Support Staff	3	0.00
S.D. #14 (Southern Okanagan)	Support Staff	4	1.81
S.D. #15 (Penticton)	Senior Managers	1	3.47
S.D. #15 (Penticton)	Junior Exempt Staff	3	3.39
S.D. #15 (Penticton)	Teachers' Assn.	3	2.97
S.D. #15 (Penticton)	Substitute Teachers	3	1.80
S.D. #16 (Keremeos)	Administrative Staff	2	0.00
S.D. #16 (Keremeos)	Administrative Staff	3	2.79
S.D. #16 (Keremeos)	Teachers' Assn.	3	2.89
S.D. #16 (Keremeos)	Substitute Teachers	1	5.23
S.D. #16 (Keremeos)	Speech Therapist	1	5.15
S.D. #16 (Keremeos)	C.U.P.E.	3	0.00
S.D. #16 (Keremoes)	C.U.P.E.	4	3.14
S.D. #17 (Princeton)	Senior Managers	1	2.05
S.D. #17 (Princeton)	(Executive) Secretary	2	7.30
S.D. #17 (Princeton)	(Executive) Secretary	3	0.00
S.D. #17 (Princeton)	(Executive) Secretary	4	3.21
S.D. #17 (Princeton)	Teachers' Assn.	3	2.99
S.D. #17 (Princeton)	Child Aides	1	0.00

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #17 (Princeton)	Child Aides	2	0.00
S.D. #17 (Princeton)	Child Aides	3	4.43
S.D. #17 (Princeton)	Child Aides	4	2.95
S.D. #17 (Princeton)	C.U.P.E.	2	2.61
S.D. #17 (Princeton)	C.U.P.E.	3	0.00
S.D. #17 (Princeton)	C.U.P.E.	4	2.98
S.D. #18 (Golden)	(Executive) Secretary	2	2.97
S.D. #18 (Golden)	(Executive) Secretary	3	0.00
S.D. #18 (Golden)	Teachers' Assn.	3	2.97
S.D. #18 (Golden)	Child Aides	2	3.03
S.D. #18 (Golden)	Child Aides	3	0.00
S.D. #18 (Golden)	Operational Staff Super.	2	3.00
S.D. #18 (Golden)	Operational Staff Super.	3	0.00
S.D. #18 (Golden)	C.U.P.E.	2	3.03
S.D. #18 (Golden)	C.U.P.E.	3	0.00
S.D. #19 (Revelstoke)	I.O.U.E.	3	0.28
S.D. #19 (Revelstoke)	I.O.U.E.	4	2.90
S.D. #21 (Armstrong-Spallumcheen)	Teachers' Assn.	3	2.95
S.D. #22 (Vernon)	Teachers' Assn.	3	1.37
S.D. #23 (Central Okanagan)	Senior Managers	1	3.06
S.D. #23 (Central Okanagan)	Admin. Supervisory	3	0.26
S.D. #23 (Central Okanagan)	Supervis./Foremen/Sec.	4	1.49
S.D. #23 (Central Okanagan)	Teachers' Assn.	3	1.99
S.D. #23 (Central Okanagan)	Summer School Teachers	2	0.00
S.D. #23 (Central Okanagan)	Summer School Teachers	3	0.00
S.D. #23 (Central Okanagan)	Summer School Teachers	4	9.98
S.D. #24 (Kamloops)	Teachers' Assn.	3	2.84
S.D. #24 (Kamloops)	C.U.P.E.	3	1.71
S.D. #26 (North Thompson)	Administrative Staff	1	1.94
S.D. #26 (North Thompson)	Teachers' Assn.	2	3.38
S.D. #26 (North Thompson)	C.U.P.E.	2	0.92
S.D. #26 (North Thompson)	C.U.P.E.	3	0.97
S.D. #26 (North Thompson)	C.U.P.E.-Sportsplex	3	3.53
S.D. #26 (North Thompson)	C.U.P.E.-Sportsplex	4	3.59
S.D. #26 (North Thompson)	C.U.P.E.-Sportsplex	5	3.53
S.D. #28 (Quesnel)	Senior Managers	1	1.86
S.D. #28 (Quesnel)	Mid. Management	2	3.74
S.D. #28 (Quesnel)	Non-Teaching Supervisory	3	5.18
S.D. #28 (Quesnel)	Educational Supervisory	4	2.80
S.D. #28 (Quesnel)	Teachers' Assn.	3	5.15
S.D. #28 (Quesnel)	Educational Asst.	3	3.47
S.D. #28 (Quesnel)	U.B.C.J.	3	1.29
S.D. #28 (Quesnel)	U.B.C.J.	4	2.29
S.D. #29 (Lillooet)	Supervis./Foremen/Sec.	3	0.00
S.D. #29 (Lillooet)	Supervisor Financial Ser.	1	3.15

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #29 (Lillooet)	(Executive) Secretary	3	2.45
S.D. #29 (Lillooet)	(Executive) Secretary	4	4.21
S.D. #29 (Lillooet)	Teachers' Assn.	3	0.00
S.D. #29 (Lillooet)	Teachers' Assn.	4	1.80
S.D. #29 (Lillooet)	C.U.P.E.	3	2.95
S.D. #29 (Lillooet)	C.U.P.E.	4	4.38
S.D. #30 (South Cariboo)	Teachers' Assn.	3	1.75
S.D. #30 (South Cariboo)	Teachers' Assn.	4	0.00
S.D. #31 (Merritt)	Mid. Management	1	2.75
S.D. #31 (Merritt)	Teachers' Assn.	3	4.07
S.D. #32 (Hope)	Mid. Management	2	0.00
S.D. #32 (Hope)	Mid. Management	3	1.62
S.D. #32 (Hope)	Teachers Assn.	3	1.82
S.D. #32 (Hope)	U.B.C.J.	3	2.26
S.D. #34 (Abbotsford)	Senior Managers	1	3.07
S.D. #34 (Abbotsford)	Mid. Management	1	0.76
S.D. #34 (Abbotsford)	Mid. Management	2	4.96
S.D. #34 (Abbotsford)	Teachers' Assn.	2	2.97
S.D. #35 (Langley)	Senior Managers	1	3.98
S.D. #35 (Langley)	Teachers' Assn.	3	3.62
S.D. #35 (Langley)	Supervisory	2	0.99
S.D. #35 (Langley)	Supervisory	3	3.86
S.D. #35 (Langley)	C.U.P.E.	3	0.00
S.D. #35 (Langley)	C.U.P.E.	4	3.30
S.D. #35 (Langley)	Cross walk Guards	2	0.00
S.D. #35 (Langley)	Cross walk Guards	3	3.91
S.D. #36 (Surrey)	Senior Managers	1	1.33
S.D. #36 (Surrey)	Mid. Management	3	0.56
S.D. #36 (Surrey)	Mid. Management	4	1.87
S.D. #36 (Surrey)	Jr. Management	3	0.56
S.D. #36 (Surrey)	Jr. Management	4	1.83
S.D. #36 (Surrey)	Teachers' Assn.	3	0.78
S.D. #36 (Surrey)	Teachers' Assn.	4	2.21
S.D. #36 (Surrey)	C.U.P.E.	2	1.94
S.D. #36 (Surrey)	C.U.P.E.	3	0.51
S.D. #37 (Delta)	Teachers' Assn.	3	2.82
S.D. #37 (Delta)	C.U.P.E.	3	0.63
S.D. #38 (Richmond)	Senior Managers	1	3.52
S.D. #38 (Richmond)	Mid. Management	3	2.79
S.D. #38 (Richmond)	Teachers' Assn.	3	3.86
S.D. #39 (Vancouver)	Teachers' Assn.	3	0.32
S.D. #39 (Vancouver)	Teachers' Assn.	4	1.38
S.D. #39 (Vancouver)	Bricklayers' Union #1	1	0.00
S.D. #39 (Vancovuer)	Bricklayers' Union #1	2	0.25
S.D. #39 (Vancouver)	I.A.H.F.I. #118	1	0.00
S.D. #39 (Vancouver)	I.A.H.F.I. #118	2	2.30

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #39 (Vancouver)	Plumbers 170	1	0.00
S.D. #39 (Vancouver)	Plumbers 170	2	0.32
S.D. #39 (Vancouver)	Machinists 692	1	0.00
S.D. #39 (Vancouver)	Machinists 692	2	0.51
S.D. #39 (Vancouver)	Cement M. 919	1	0.00
S.D. #39 (Vancouver)	Cement M. 919	2	-0.68
S.D. #39 (Vancouver)	Sheet Metal 280	1	0.00
S.D. #39 (Vancouver)	Sheet Metal 280	2	0.64
S.D. #39 (Vancouver)	C.U.P.E.	3	0.00
S.D. #39 (Vancouver)	C.U.P.E.	4	0.37
S.D. #39 (Vancouver)	I.U.O.E.	1	-2.15
S.D. #39 (Vancouver)	I.U.O.E.	2	2.69
S.D. #39 (Vancouver)	I.U.O.E.- Custodians	1	0.31
S.D. #39 (Vancouver)	I.U.O.E.- Custodians	2	0.00
S.D. #39 (Vancouver)	J.V.S.A.A.	3	0.00
S.D. #39 (Vancouver)	J.V.S.A.A.	4	0.36
S.D. #39 (Vancouver)	V.M.R.E.U.	3	1.60
S.D. #39 (Vancouver)	I.B.E.W.	1	0.00
S.D. #39 (Vancouver)	I.B.E.W.	2	0.30
S.D. #40 (New Westminster)	Teachers' Assn.	3	1.74
S.D. #40 (New Westminster)	Speech Therapist	3	4.40
S.D. #40 (New Westminster)	Supervis./Foremen/Sec.	2	0.00
S.D. #40 (New Westminster)	Supervis./Foremen/Sec.	3	1.62
S.D. #40 (New Westminster)	C.U.P.E.	2	0.00
S.D. #40 (New Westminster)	C.U.P.E.	3	1.69
S.D. #41 (Burnaby)	Mid. Management	3	1.94
S.D. #41 (Burnaby)	Special Instructional	1	2.95
S.D. #41 (Burnaby)	C.U.P.E.	2	0.53
S.D. #42 (Maple Ridge-Pitt Meadows)	Teachers Assn.	3	3.17
S.D. #42 (Maple Ridge-Pitt Meadows)	Supervis./Foremen/Sec.	3	4.14
S.D. #43 (Coquitlam)	Mid. Management	1	1.22
S.D. #43 (Coquitlam)	Mid. Management	2	3.84
S.D. #43 (Coquitlam)	Mid. Management	3	4.89
S.D. #43 (Coquitlam)	Teachers' Assn.	3	2.82
S.D. #43 (Coquitlam)	C.U.P.E.	3	2.92
S.D. #44 (North Vancouver)	Senior Managers	1	1.92
S.D. #44 (North Vancouver)	Mid. Management	3	2.66
S.D. #44 (North Vancouver)	Teachers' Assn.	3	1.86
S.D. #44 (North Vancouver)	Teachers' Assn.	4	1.00
S.D. #44 (North Vancouver)	Substitute Teachers	3	1.75
S.D. #44 (North Vancouver)	Substitute Teachers	4	0.00
S.D. #45 (West Vancouver)	Mid. Management	2	0.00
S.D. #45 (West Vancouver)	Jr. Management	2	0.00
S.D. #45 (West Vancouver)	Jr. Management	3	2.44

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #45 (West Vancouver)	Teachers' Assn.	3	2.74
S.D. #45 (West Vancouver)	Substitute Teachers	3	1.76
S.D. #45 (West Vancouver)	Crosswalk Guards	2	2.74
S.D. #45 (West Vancouver)	W.V.M.E.A.	2	2.70
S.D. #46 (Sunshine Coast)	Teachers' Assn.	3	0.10
S.D. #46 (Sunshine Coast)	Teachers' Assn.	4	1.79
S.D. #47 (Powell River)	Senior Managers	1	3.19
S.D. #47 (Powell River)	Teachers' Assn.	3	0.26
S.D. #47 (Powell River)	Teachers' Assn.	4	0.68
S.D. #47 (Powell River)	C.U.P.E.	3	0.79
S.D. #47 (Powell River)	C.U.P.E.	4	3.93
S.D. #48 (Howe Sound)	Teachers' Assn.	3	1.76
S.D. #49 (Central Coast)	Mid. Management	2	1.42
S.D. #49 (Central Coast)	Teachers' Assn.	3	2.94
S.D. #50 (Queen Charlotte)	Teachers' Assn.	2	3.81
S.D. #50 (Queen Charlottes)	C.U.P.E.	3	2.02
S.D. #50 (Queen Charlotte)	C.U.P.E.	4	0.07
S.D. #52 (Prince Rupert)	Senior Managers	1	2.38
S.D. #52 (Prince Rupert)	Teachers' Assn.	3	1.75
S.D. #52 (Prince Rupert)	Teachers' Assn.	4	3.13
S.D. #52 (Prince Rupert)	I.U.O.E.	3	1.63
S.D. #54 (Bulkley Valley)	Teachers' Assn.	3	2.32
S.D. #55 (Burns Lake)	Jr. Management	3	2.69
S.D. #55 (Burns Lake)	Teachers' Assn.	3	4.01
S.D. #55 (Burns Lake)	I.U.O.E.	4	2.31
S.D. #56 (Nechako)	Teachers' Assn.	3	2.34
S.D. #56 (Nechako)	I.U.O.E.	1	1.35
S.D. #57 (Prince George)	Teachers' Assn.	3	2.15
S.D. #59 (Peace River South)	Teachers' Assn.	3	5.23
S.D. #59 (Peace River South)	U.B.C.J.	4	4.97
S.D. #59 (Peace River South)	B.C.G.E.U.	4	3.19
S.D. #59 (Peace River South)	B.C.G.E.U.	5	3.00
S.D. #59 (Peace River South)	B.C.G.E.U.	6	3.00
S.D. #60 (Peace River North)	Teachers' Assn.	3	1.75
S.D. #60 (Peace River North)	Teachers' Assn.	4	2.23
S.D. #60 (Peace River North)	U.B.C.J.	3	1.36
S.D. #60 (Peace River North)	Support Staff	3	1.40
S.D. #61 (Greater Victoria)	Teachers' Assn.	3	3.85
S.D. #61 (Greater Victoria)	Instructors	1	4.19
S.D. #62 (Sooke)	Senior Managers	1	5.11
S.D. #62 (Sooke)	Mid. Management	3	0.00
S.D. #62 (Sooke)	Mid. Management	4	1.28
S.D. #62 (Sooke)	Teachers' Assn.	1	1.66
S.D. #62 (Sooke)	Speech Therapist	3	3.51
S.D. #62 (Sooke)	Speech Therapist	4	3.39
S.D. #62 (Sooke)	Non-contract Staff	3	3.16

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #63 (Saanich)	Senior Managers	1	3.20
S.D. #63 (Saanich)	Senior Managers	2	3.20
S.D. #63 (Saanich)	Senior Managers	3	2.13
S.D. #63 (Saanich)	Mid. Management	3	1.85
S.D. #63 (Saanich)	Teachers' Assn.	2	1.06
S.D. #63 (Saanich)	Teachers' Assn.	3	3.65
S.D. #64 (Gulf Islands)	Teachers' Assn.	3	3.16
S.D. #65 (Cowichan)	Senior Managers	1	3.27
S.D. #65 (Cowichan)	Teachers' Assn.	2	1.75
S.D. #65 (Cowichan)	Teachers' Assn.	3	0.60
S.D. #66 (Lake Cowichan)	Teachers' Assn.	3	1.40
S.D. #66 (Lake Cowichan)	I.W.A.	2	3.63
S.D. #66 (Lake Cowichan)	C.U.P.E.	3	3.57
S.D. #68 (Nanaimo)	Teachers' Assn.	2	0.25
S.D. #68 (Nanaimo)	Teachers' Assn.	3	0.82
S.D. #68 (Nanaimo)	C.U.P.E.	1	0.00
S.D. #68 (Nanaimo)	C.U.P.E.	2	1.90
S.D. #68 (Nanaimo)	C.U.P.E.	3	3.46
S.D. #69 (Qualicum)	Senior Managers	1	1.58
S.D. #69 (Qualicum)	Secretary Treasurer	1	1.72
S.D. #69 (Qualicum)	Jr. Management	1	1.42
S.D. #69 (Qualicum)	Teachers' Assn.	3	3.30
S.D. #69 (Qualicum)	Teachers' Assn.	4	0.00
S.D. #69 (Qualicum)	Speech Therapist	1	1.41
S.D. #69 (Qualicum)	C.U.P.E.	3	2.45
S.D. #69 (Qualicum)	C.U.P.E.	4	3.87
S.D. #70 (Alberni)	Senior Managers	1	3.15
S.D. #70 (Alberni)	Non-Contract Staff	3	3.83
S.D. #70 (Alberni)	Teachers' Assn.	3	5.10
S.D. #71 (Courtenay)	Teachers' Assn.	3	1.30
S.D. #71 (Courtenay)	Supervisory	3	0.00
S.D. #72 (Campbell River)	Senior Managers	1	2.93
S.D. #72 (Campbell River)	Mid. Management	2	1.41
S.D. #72 (Cambpell River)	Mid. Management	3	4.30
S.D. #72 (Campbell River)	Teachers' Assn.	3	3.48
S.D. #75 (Mission)	Mid. Management	2	0.00
S.D. #75 (Mission)	Mid. Management	3	3.01
S.D. #75 (Mission)	Teachers' Assn.	2	3.54
S.D. #75 (Mission)	Supervisory & Clerical	2	0.00
S.D. #75 (Mission)	Supervisory & Clerical	3	2.97
S.D. #76 (Agassiz-Harrison)	Mid. Management	2	0.00
S.D. #76 (Agassiz-Harrison)	Mid. Management	3	3.69
S.D. #76 (Agassiz-Harrison)	Non-contract Staff	2	0.00
S.D. #76 (Agassiz-Harrison)	Non-contract Staff	3	3.33
S.D. #76 (Agassiz-Harrison)	Teachers' Assn.	3	5.07

SCHOOL DISTRICTS

Employer	Employee Group	Year	Unweighted % Increase
S.D. #77 (Summerland)	Mid. Management	3	3.20
S.D. #77 (Summerland)	Teachers' Assn.	3	3.29
S.D. #80 (Kitimat)	Teachers' Assn.	3	2.33
S.D. #80 (Kitimat)	C.U.P.E.	3	0.00
S.D. #81 (Fort Nelson)	Teachers' Assn.	3	5.25
S.D. #81 (Fort Nelson)	B.C.G.E.U.	3	8.52
S.D. #81 (Fort Nelson)	Hourly Employees	3	5.21
S.D. #84 (Van. Isl. West)	Mid. Management	1	4.48
S.D. #84 (Van. Isl. West)	Mid. Management	2	0.57
S.D. #84 (Van. Isl. West)	Mid. Management	3	2.60
S.D. #84 (Van. Isl. West)	Teachers' Assn.	3	5.14
S.D. #85 (Van. Island North)	Mid. Management	3	3.15
S.D. #85 (Van. Island North)	Mid. Management	4	2.91
S.D. #85 (Van. Isl. North)	Teachers' Assn.	3	3.21
S.D. #85 (Van. Isl. North)	Substitute Teachers	1	0.66
S.D. #85 (Van. Isl. North)	C.U.P.E.	3	2.72
S.D. #85 (Van. Isl. North)	C.U.P.E.	4	3.90
S.D. #86 (Creston-Kaslo)	Teachers' Assn.	3	5.16
S.D. #87 (Stikine)	Non-Contract Staff	1	3.60
S.D. #87 (Stikine)	Teachers' Assn.	3	4.22
S.D. #88 (Terrace)	Senior Managers	1	1.50
S.D. #88 (Terrace)	Non-Contract Staff	3	1.27
S.D. #88 (Terrace)	Teachers' Assn.	3	3.75
S.D. #89 (Shuswap)	Senior Managers	1	1.98
S.D. #89 (Shuswap)	Mid. Management	3	3.34
S.D. #89 (Shuswap)	Mid. Management	4	3.26
S.D. #89 (Shuswap)	Jr. Management	3	0.00
S.D. #89 (Shuswap)	Jr. Management	4	3.48
S.D. #89 (Shuswap)	Professional Staff	1	3.81
S.D. #89 (Shuswap)	Teachers' Assn.	3	1.29
S.D. #92 (Nisgha)	Teachers' Assn.	3	0.39
S.D. #92 (Nishga)	C.U.P.E.	3	1.72

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
B.C.I.T.	Mid. Management	2	0.00
B.C.I.T.	Faculty Assn.	2	0.00
B.C.I.T.	Faculty Assn.	3	0.00
B.C.I.T.	Faculty Assn.	4	4.57
Camosun College	Jr. Management	2	0.38
Camosun College	Jr. Management	4	2.32
Camosun College	Faculty Assn.	4	2.49
Camosun College	Special Instructional	4	0.00
Camosun College	B.C.G.E.U.	4	0.75
Camosun College	B.C.G.E.U.	5	2.36
Camosun College	C.U.P.E.	4	2.88
Capilano College	Senior Managers	1	3.79
Capilano College	Mid. Management	3	3.77
Capilano College	Faculty Assn.	3	1.23
Capilano College	Facutly Assn.	4	0.00
Cariboo College	Senior Managers	1	2.27
Cariboo College	Jr. Management	4	3.45
Douglas College	Jr. Management	4	3.12
Douglas College	Faculty Assn.	2	0.50
Douglas College	Faculty Assn.	3	2.95
Douglas College	Faculty Assn.	4	2.20
Douglas College	B.C.G.E.U.	3	1.13
Douglas College	B.C.G.E.U.	4	3.60
East Kootenay Comm. College	Mid. Management	1	0.00
East Kootenay Comm. College	Mid. Management	2	0.00
East Kootenay Comm. College	Mid. Management	3	2.95
East Kootenay Comm. College	Faculty Assn.	2	2.23
East Kootenay Comm. College	Faculty Assn.	3	1.78
Emily Carr College of Art & Design	Jr. Management	4	3.03
Emily Carr College of Art & Design	Jr. Management	3	3.54
Emily Carr College of Art & Design	Faculty Assn.	3	3.48
Emily Carr College of Art & Design	Instructors	4	3.07
Emily Carr College of Art & Design	V.M.R.E.U.	3	3.40
Emily Carr College of Art & Design	V.M.R.E.U.	4	3.20
Fraser Valley College	Senior Managers	1	3.11
Fraser Valley College	Mid. Management	3	3.46
Fraser Valley College	Jr. Management	3	3.49
Fraser Valley College	Directors	3	0.00
Fraser Valley College	Faculty Assn.	4	2.74
Fraser Valley College	Support Staff	3	2.14

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
Justice Institute of B.C.	Senior Managers	1	2.30
Justice Institute of B.C.	Staff	3	2.28
Justice Institute of B.C.	Staff	4	2.91
Knowledge Network	Salaried Employees	2	3.92
Knowledge Network	Salaried Employees	3	3.45
Kwantlen College	Jr. Management	4	2.57
Kwantlen College	B.C.G.E.U.	3	0.98
Kwantlen College	B.C.G.E.U.	4	4.13
Malaspina College	Senior Managers	1	1.49
Malaspina College	Jr. Management	2	1.69
Malaspina College	(Executive) Secretary	2	0.83
Malaspina College	Facutly Assn.	3	1.61
Malaspina College	B.C.G.E.U.	1	2.10
Malaspina College	B.C.G.E.U.	2	3.23
College of New Caledonia	Jr. Management	3	-3.17
North Island College	Senior Managers	1	3.14
North Island College	Jr. Management	2	2.02
North Island College	Jr. Management	3	1.95
North Island College	Instructors	2	2.01
North Island College	Instructors	3	1.96
North Island College	Support Staff	2	1.97
North Island College	Support Staff	3	2.00
Northern Lights College	Mid. Management	3	0.64
Northern Lights College	Mid. Management	4	3.85
Northern Lights College	Support Staff-B.C.G.E.U.	4	3.97
Northern Lights College	Support Staff-B.C.G.E.U.	5	2.52
Northern Lights College	Faculty-B.C.G.E.U.	4	3.48
Northern Lights College	Faculty-B.C.G.E.U.	5	3.40
Northwest Community College	Jr. Management	4	-2.71
Northwest Community College	B.C.G.E.U.	3	2.59
Okanagan College	Senior Managers	1	2.34
Okanagan College	Jr. Management	2	3.15
Okanagan College	Jr. Management	3	3.45
Okanagan College	Jr. Management	4	2.88
Okanagan College	Faculty Assn.	4	3.21
Okanagan College	B.C.G.E.U.	3	2.93
Okanagan College	B.C.G.E.U.	4	2.97
Open Learning Institute	Senior Managers	1	3.44
Open Learning Institute	Instructors	4	2.22
Open Learning Institute	B.C.G.E.U.	3	0.78
Open Learning Institute	B.C.G.E.U.	4	3.33
Pacific Vocational Institute	Mid. Management	2	1.73
Pacific Vocational Institute	Mid. Management	3	2.56
Simon Fraser University	Facutly Assn.	3	0.22
Simon Fraser University	Hourly Employees	2	2.24

POST SECONDARY EDUCATION

Employer	Employee Group	Year	Unweighted % Increase
Simon Fraser University	Hourly Employees	3	-2.19
Selkirk College	Jr. Management	3	-2.01
Selkirk College	P.P.W.C.	3	2.41
Selkirk College	P.P.W.C.	4	1.53
Triumf	Educational Support	4	3.62
University of B.C.	Senior Managers	1	1.19
University of B.C.	Mid. Management	3	0.00
University of B.C.	Mid. Management	4	1.98
University of B.C.	Research	3	3.02
University of B.C.	Research	4	0.52
Vancouver Community College	Mid. Management	2	0.00
Vancouver Community College	Mid. Management	3	2.15
Vancouver Community College	Faculty Assn.	4	1.21
Vancouver Community College	Faculty Assn.	5	4.16
Vancouver Community College	Instructors	4	1.53
Vancouver Community College	Nursing Instructors	4	3.14
Vancouver Community College	Nursing Instructors	5	3.32
Vancouver Community College	Union Nurses	4	3.19
Vancouver Community College	V.M.R.E.U.	4	3.05

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
District of Abbotsford	Mid. Management	1	3.22
District of Abbotsford	Mid. Management	2	1.01
District of Abbotsford	Mid. Management	3	3.42
District of Abbotsford	Teamsters	1	3.02
District of Abbotsford	Teamsters	2	1.02
District of Abbotsford	Teamsters	3	3.04
Reg. Dist. of Alberni-Clayoquot	Mid. Management	1	0.00
Reg.Dist. of Alberni-Clayoquot	Mid. Management	2	2.95
Reg. Dist. of Alberni-Clayoquot	Mid. Management	3	3.15
Reg. Dist. of Alberni-Clayoquot	Secretarial	1	-2.46
Reg. Dist. of Alberni-Clayoquot	Secretarial	2	3.57
Reg. Dist. of Alberni-Clayoquot	Secretarial	3	3.73
Reg. Dist. of Alberni-Clayoquot	Municipal Support	1	0.00
Reg. Dist. of Alberni-Clayoquot	Municipal Support	2	2.98
Reg. Dist. of Alberni-Clayoquot	Municipal Support	3	3.07
Village of Alert Bay	Public Works	3	2.34
Village of Ashcroft	Supervis./Clerical	2	0.00
Village of Ashcroft	Supervis./Clerical	3	4.68
Village of Ashcroft	Supervis./Clerical	4	1.39
Village of Ashcroft	C.U.P.E.	2	0.00
Village of Ashcroft	C.U.P.E.	3	3.76
Village of Ashcroft	C.U.P.E.	4	4.02
Reg.Dist. of Bulkley-Nechako	Office & Tech.	3	3.73
District of Burnaby	Senior Managers	1	3.18
District of Burnaby	Mid. Management	3	2.69
District of Burnaby	I.A.F.F.	3	3.31
Village of Burns Lake	Mid. Management	3	2.49
Village of Burns Lake	C.U.P.E.	2	2.79
Village of Cache Creek	Mid. Management	3	1.47
District of Campbell River	Mid. Management	4	2.07
District of Campbell River	Jr. Management	4	3.00
District of Campbell River	C.U.P.E.	4	3.50
District of Campbell River	I.A.F.F.	2	3.64
Capital Reg. Dist.	Senior Managers	1	1.98
Capital Reg. Dist.	Staff	3	3.91
Capital Reg. Dist.	Staff	4	2.15
Cariboo Reg. Dist.	Mid. Management	3	2.97

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
City of Castlegar	Mid. Management	1	2.96
City of Castlegar	Mid. Management	2	0.00
City of Castlegar	Mid. Management	3	2.89
City of Castlegar	Mid. Management	4	2.65
City of Castlegar	C.U.P.E.	1	2.87
City of Castlegar	C.U.P.E.	2	0.00
City of Castlegar	C.U.P.E.	3	3.58
City of Castlegar	C.U.P.E.	4	2.64
Cent. Fraser Valley Reg.Dist.	Mid. Management	4	3.10
Reg.Dist. of Cent. Kootenay	Supervis./Foremen/Sec.	1	3.42
Reg.Dist. of Cent. Kootenay	Support Staff	1	3.37
Reg.Dist. of Cent. Kootenay	Municipal Service	1	3.43
Reg.Dist. of Cent. Kootenay	Office & Tech.	1	3.42
Reg.Dist. of Cent. Kootenay	Office & Tech.	2	3.46
Reg.Dist. of Cent. Kootenay	Outside Workers	1	3.66
Reg.Dist. of Cent. Kootenay	Outside Workers	2	3.37
Reg.Dist. of Cent. Kootenay	C.U.P.E.	1	4.10
Reg.Dist. of Cent. Kootenay	C.U.P.E.	2	2.80
Reg.Dist. of Cent. Okanagan	Mid. Management	2	2.70
Reg.Dist. of Cent. Okanagan	(Executive) Secretary	4	3.13
Reg.Dist. of Cent. Okanagan	Park Super. & Secretary	2	3.58
Reg.Dist. of Cent. Okanagan	SARDCO	2	3.54
Reg.Dist. of Cent. Okanagan	Staff	3	2.94
Dist. of Cent. Saanich	Mid. Management	1	0.96
Dist. of Cent. Saanich	Mid. Management	2	3.13
Dist. of Cent. Saanich	Mid. Management	3	3.43
Dist. of Cent. Saanich	Municipal Support	1	0.65
Dist. of Cent. Saanich	Municipal Support	2	4.34
Dist. of Cent. Saanich	Municipal Support	3	4.34
Dist. of Cent. Saanich	Municipal Service	1	1.52
Dist. of Cent. Saanich	Municipal Service	2	3.18
Dist. of Cent. Saanich	Municipal Service	3	4.34
Dist. of Cent. Saanich	I.A.F.F.	1	0.00
Dist. of Cent. Saanich	I.A.F.F.	2	2.08
Dist. of Cent. Saanich	I.A.F.F.	3	3.00
Dist. of Cent. Saanich	Police Assn.	1	8.07
Dist. of Cent. Saanich	Police Assn.	2	6.58
Dist. of Cent. Saanich	Police Assn.	3	3.42
District of Chetwynd	Mid. Management	2	2.33
District of Chetwynd	Municipal Service	2	1.73
District of Chilliwack	Senior Managers	1	2.99
Clearbrook Waterworks Dist.	Staff	3	2.34
Reg.Dist. of Columbia-Shuswap	Part Time Employees	3	2.78
Reg.Dist. of Columbia-Shuswap	Municipal Service	3	2.73
Town of Comox	Mid. Management	4	1.94

MUNCIPALITIES

Employer	Employee Group	Year	Unweighted %Increase
Town of Comox	Municipal Support	4	3.49
Town of Comox	Municipal Service	4	2.92
Reg.Dist. of Comox-Strathcona	Mid. Management	3	0.00
Reg.Dist. of Comox-Strathcona	Jr. Management	3	2.08
Reg.Dist. of Comox-Strathcona	Staff	3	2.40
Reg.Dist. of Comox-Strathcona	I.W.A.	2	1.14
Reg.Dist. of Comox-Strathcona	I.W.A.	3	2.37
Reg.Dist. of Comox-Strathcona	I.W.A.- Aquatic Cent.	3	1.82
Reg.Dist. of Comox-Strathcona	I.W.A.- Aquatic Cent.	4	2.88
Cowichan Valley Reg. Dist.	Mid. Management	4	3.62
Cowichan Valley Reg. Dist.	Supervis./Foremen/Sec.	4	3.63
Cowichan Valley Reg. Dist.	Office & Tech.	3	3.50
Cowichan Valley Reg. Dist.	Municipal Service	4	3.60
City of Cranbrook	I.A.F.F.	3	2.92
Town of Creston	Mid. Management	4	1.93
Town of Creston	Staff	4	1.83
District of Coquitlam	Senior Managers	1	2.42
District of Coquitlam	Outside Workers	3	3.61
District of Coquitlam	I.A.F.F.	3	3.10
Village of Cumberland	Mid. Management	2	4.43
Village of Cumberland	Mid. Management	3	1.91
Village of Cumberland	C.U.P.E.	2	3.68
Village of Cumberland	C.U.P.E.	3	1.86
City of Dawson Creek	I.A.F.F.	3	3.61
Corp. of Delta	Senior Managers	1	3.16
Corp. of Delta	Fire Depart. Management	3	2.91
Corp. of Delta	I.A.F.F.	3	3.42
Delta Municipal Police Board	Senior Managers	1	3.18
Delta Municipal Police Board	Police Excluded	3	2.91
Delta Municipal Police Board	Police Assn.	3	3.52
City of Duncan	Mid. Management	3	3.04
City of Duncan	Mid. Management	4	2.99
City of Duncan	Municipal Service	3	2.95
City of Duncan	Municipal Service	4	3.03
City of Duncan	C.U.P.E.	3	2.97
City of Duncan	C.U.P.E.	4	2.94
Reg. Dist. of East Kootenay	Mid. Management	4	2.78
District of Elkford	Mid. Management	3	2.39
City of Enderby	Staff	1	6.79
City of Enderby	Staff	2	1.92
City of Enderby	Staff	3	0.00
Township of Esquimalt	Mid. Management	3	3.39
Township of Esquimalt	Part Time Employees	4	1.17
Esquimalt Municipal Police Board	Outside Workers	4	2.94
Esquimalt Municipal Police Board	Police Officers	3	5.22

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
Esquimalt Municipal Police Board	Police Officers	4	3.09
Esquimalt Municipal Police Board	Police Officers	5	2.56
City of Fernie	I.A.F.F.	4	3.29
Village of Fort Nelson	Mid. Management	4	3.45
Village of Fort Nelson	Librarians	3	3.47
City of Fort St John	Mid. Management	3	2.54
City of Fort St John	I.A.F.F.	3	3.04
City of Fort St John	Municipal Support	3	3.31
Village of Fraser Lake	Staff	1	0.41
Fraser Valley Reg. Library	Mid. Management	2	2.26
Fraser Valley Reg. Library	Librarians	2	1.02
Fraser Valley Reg. Library	Librarians	3	2.98
Village of Fruitvale	Municipal Support	3	2.03
Town of Gibsons	Mid. Management	2	3.51
Glenmore Irrigation District	Staff	4	3.77
Town of Golden	Mid. Management	3	2.20
City of Grand Forks	Mid. Management	2	0.00
City of Grand Forks	Mid. Management	3	0.00
City of Grand Forks	Mid. Management	4	3.49
Village of Granisle	Municipal Support	3	2.82
Greater Vancouver Reg. Dist.	Senior Managers	1	2.35
Greater Vancouver Reg. Dist.	Senior Managers	2	3.31
Greater Vancouver Reg. Dist.	Jr. Management	4	3.34
Greater Victoria Water Dist.	Mid. Management	1	3.35
Greater Victoria Water Dist.	Mid. Management	2	3.38
Greater Victoria Water Dist.	Jr. Management	1	0.00
Greater Victoria Water Dist.	Jr. Management	2	3.34
Greater Victoria Water Dist.	Jr. Management	3	3.38
Greater Victoria Water Dist.	Administrative Staff	2	3.18
Greater Victoria Water Dist.	Administrative Staff	3	3.54
Greater Victoria Water Dist.	C.U.P.E.	1	0.12
Greater Victoria Water Dist.	C.U.P.E.	2	2.07
Greater Victoria Water Dist.	C.U.P.E.	3	3.56
Village of Kaslo	C.U.P.E.	3	2.55
Village of Kaslo	C.U.P.E.	4	2.48
Village of Kaslo	Mid. Management	4	0.00
City of Kimberley	Mid. Management	3	1.97
City of Kimberley	I.A.F.F.	1	3.75
City of Kimberley	I.A.F.F.	2	4.31
City of Kimberley	I.A.F.F.	3	1.96
City of Kimberley	Municipal Service	3	3.64
District of Kitimat	Senior Managers	1	1.46
District of Kitimat	Administrative Staff	3	3.47

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
District of Kitimat	C.U.P.E.	3	3.16
District of Kitimat	I.A.F.F.	2	3.64
Reg. Dist. of Kootenay Boundary	I.A.F.F.	2	3.68
Reg. Dist. of Kootenay Boundary	I.A.F.F.	3	2.05
Reg. Dist.of Kootenay Boundary	Municipal Service	3	3.62
Village of Lake Cowichan	Staff	3	0.00
Village of Lake Cowichan	Staff	4	0.00
Village of Lake Cowichan	Staff	5	3.83
Village of Lake Cowichan	I.W.A.	1	0.00
Village of Lake Cowichan	I.W.A.	2	0.00
Village of Lake Cowichan	I.W.A.	3	3.81
Langford Fire Protection Dist.	I.A.F.F.	4	0.37
City of Langley	Senior & Exempt Staff	3	3.17
Village of Lions Bay	Staff	3	2.91
Village of Lumby	Municipal Service	3	3.09
District of MacKenzie	Municipal Service	3	3.41
District of Mackenzie	Municipal Service	4	3.64
District of Maple Ridge	Senior & Exempt Staff	1	3.13
District of Maple Ridge	C.U.P.E.	2	0.84
District of Maple Ridge	C.U.P.E.	3	2.17
District of Matsqui	Mid. Management	4	2.96
District of Matsqui	Jr. Management	4	3.48
District of Matsqui	Police Assn.	2	3.16
District of Matsqui	Outside Workers	2	2.93
City of Merritt	Mid. Management	1	1.90
City of Merritt	Mid. Management	2	2.98
City of Merritt	Mid. Management	3	2.94
City of Merritt	C.U.P.E.	1	1.95
City of Merritt	C.U.P.E.	2	2.99
City of Merritt	C.U.P.E.	3	2.91
District of Mission	Mid. Management	3	1.91
Village of Nakusp	Mid. Management	4	2.27
Village of Nakusp	Public Works	4	2.90
Village of Nakusp	Part Time Employees	4	0.00
Village of Nakusp	Municipal Service	4	2.94
City of Nanaimo	Senior Managers	1	2.81
City of Nanaimo	Mid. Management	3	3.39
City of Nelson	Mid. Management	3	0.36
City of Nelson	Jr. Management	2	2.41
City of Nelson	Supervis./Foremen/Sec.	4	2.60
City of Nelson	I.B.E.W.	3	3.67
Nelson Municipal Library	Librarians	3	3.68
Nelson Municipal Library	Librarians	4	3.55

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
Nelson Municipal Library	C.U.P.E.	2	3.14
Nelson Municipal Library	C.U.P.E.	3	-0.25
District of New Hazelton	Staff	3	-2.19
City of New Westminster	Senior Managers	1	3.37
City of New Westminster	Fire Chief	1	3.27
City of New Westminster	Fire Management	3	2.98
City of New Westminster	I.A.F.F.	3	3.09
New Westminster Municipal Police Board	Mid. Management	2	2.90
New Westminster Municipal Police Board	Mid. Management	3	3.21
New Westminster Municipal Police Board	Police Assn.	3	3.68
District of North Cowichan	Mid. Management	4	3.66
District of North Cowichan	Mid. Management	5	3.45
District of North Cowichan	Municipal Service	4	3.64
District of North Cowichan	Municipal Service	5	3.47
District of North Cowichan	C.U.P.E.	3	2.94
District of North Cowichan	C.U.P.E.	4	2.99
District of North Okanagan	Supervis./Foremen/Sec.	3	3.05
North Shore Union Board of Health	Senior Managers	1	3.17
City of North Vancouver	Senior Managers	1	3.18
City of North Vancouver	I.A.F.F.	3	2.91
District of North Vancouver	I.A.F.F.	3	3.68
District of Oak Bay	Mid. Management	2	0.00
District of Oak Bay	Mid. Management	3	2.98
District of Oak Bay	Mid. Management	4	2.34
District of Oak Bay	I.A.F.F.	1	1.98
District of Oak Bay	I.A.F.F.	2	3.10
District of Oak Bay	I.A.F.F.	3	3.01
District of Oak Bay	Police Assn.	3	3.19
District of Oak Bay	Police Assn.	4	2.89
District of Oak Bay	Police Assn.	5	2.93
District of Oak Bay	Jr. Management/Police	1	0.00
District of Oak Bay	Jr. Management/Police	2	3.01
District of Oak Bay	Jr. Management/Police	3	3.01
Reg. Dist. of Okanagan Similkameen	Municipal Support	3	3.46
Village of 100 Mile House	I.U.O.E.	3	2.62
Village of 100 Mile House	Municipal Support	3	2.31
Peace River-Liard Reg. Dist.	Staff	3	3.21
Peachland Irrigation District	Staff	3	1.99
Peachland Irrigation District	Staff	4	3.01
Penticton Public Library	Staff	3	2.96
District of Pitt Meadows	Mid. Management	3	1.93

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
City of Port Alberni	Mid. Management	4	3.18
City of Port Alberni	I.A.F.F.	3	2.97
City of Port Alberni	I.A.F.F.	4	4.01
Port Alberni Parks & Recreation Comm.	Mid. Management	4	2.94
Port Alberni Parks & Recreation Comm.	Supervis./Foremen/Sec.	4	3.27
Port Alberni Parks & Recreation Comm.	C.U.P.E.	1	0.34
Port Alberni Parks & Recreation Comm.	C.U.P.E.	2	3.36
Port Alberni Parks & Recreation Comm.	C.U.P.E.	3	4.82
City of Port Coquitlam	Senior Managers	1	2.65
City of Port Coquitlam	Mid. Management	3	3.14
Village of Port Edwards	Staff	2	2.24
District of Port Hardy	Salaried Employees	3	1.77
District of Port Hardy	Hourly Employees	3	1.68
District of Port Hardy	I.U.O.E.	2	1.72
Port Moody Police Board	Police Management	2	2.88
Port Moody Police Board	Police Management	3	3.66
Port Moody Police Board	Police Assn.	2	3.84
Port Moody Police Board	Police Officers	3	3.22
Town of Port McNeill	Staff	3	0.99
Powell River Reg. Dist.	Municipal Service	2	2.49
City of Prince George	Senior Managers	1	1.48
City of Prince George	Mid. Management	3	2.53
City of Prince George	C.U.P.E.	1	0.11
City of Prince George	C.U.P.E.	2	1.54
City of Prince George	C.U.P.E.	3	2.38
City of Prince George	I.A.F.F.	2	3.59
Prince George Public Library	Staff	4	3.28
City of Prince Rupert	Supervis./Foremen/Sec.	3	3.31
City of Prince Rupert	Supervis./Foremen/Sec.	2	2.99
City of Prince Rupert	B.C.F. & M.W.	3	0.00
City of Prince Rupert	B.C.F. & M.W.	4	3.98
City of Prince Rupert	B.C.F. & M.W.	5	2.92
Prince Rupert Library Board	Librarians	3	3.91
Prince Rupert Library Board	Librarians	4	2.38
Prince Rupert Library Board	Librarians	5	3.15
Prince Rupert Library Board	C.U.P.E.	3	3.38
Prince Rupert Library Board	C.U.P.E.	4	3.99
Prince Rupert Library Board	C.U.P.E.	5	3.91
Town of Princeton	Mid. Management	4	1.62
Township of Richmond	Senior Managers	1	3.17
Township of Richmond	Mid. Management	3	2.34
Township of Richmond	I.A.F.F.	3	3.06

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
Richmond Public Library Bd.	Mid. Management	3	3.72
City of Rossland	Municipal Support	3	3.16
City of Rossland	Municipal Support	4	3.19
Rutland Waterworks District	Mid. Management	1	4.54
Rutland Waterworks District	Mid. Management	2	2.46
Rutland Waterworks District	Teamsters	4	3.07
Rutland Waterworks District	Teamsters	5	2.92
Saanich Police Board	Police Assn.	5	3.64
Village of Silverton	Mid. Management	2	3.38
Village of Silverton	Municipal Service	3	2.95
Skeena-Queen Charlotte Regional District	Municipal Service	3	3.07
Village of Slocan	Municipal Service	1	3.50
South East Kelowna Irrigation District	Mid. Management	2	1.76
South East Kelowna Irrigation District	Mid. Management	3	0.00
South East Kelowna Irrigation District	Staff	3	2.99
South East Kelowna Irrigation District	Staff	4	0.00
District of Sparwood	Mid. Management	3	3.61
District of Sparwood	C.U.P.E.	1	2.28
District of Sparwood	C.U.P.E.	2	1.99
District of Sparwood	C.U.P.E.	3	1.83
District of Squamish	I.A.F.F.	4	3.07
District of Surrey	Senior Managers	1	2.32
District of Surrey	Mid. Management	3	2.25
District of Surrey	Contract Staff	3	1.91
District of Surrey	Supervis./Foremen/Sec.	3	2.80
District of Surrey	I.A.F.F.	3	3.49
District of Surrey	C.U.P.E.	3	2.65
Surrey Public Library	Librarians	3	2.51
Surrey Public Library	C.U.P.E.	3	2.49
Village of Tahsis	Municipal Service	3	2.77
Village of Telkwa	Municipal Service	3	2.54
District of Terrace	Jr. Management	3	3.64
District of Terrace	Jr. Management	4	3.44
District of Terrace	Jr. Management	5	3.47
District of Terrace	C.U.P.E.	3	3.67
District of Terrace	C.U.P.E.	4	3.29
District of Terrace	C.U.P.E.	5	3.95
District of Terrace	I.A.F.F.	1	3.13
District of Terrace	I.A.F.F.	2	3.87
District of Terrace	I.A.F.F.	3	3.11
City of Trail	Jr. Management	3	3.61

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
District of Tumbler Ridge	Mid. Management	1	0.00
District of Tumbler Ridge	Jr. Management	1	1.98
District of Tumbler Ridge	Supervis./Foremen/Sec.	1	0.89
District of Tumbler Ridge	Supervis./Foremen/Sec.	2	0.92
City of Vancouver	Senior Managers	1	1.77
City of Vancouver	Mid. Management	1	2.26
City of Vancouver	Salaried Employees	3	3.68
City of Vancouver	Police Assn.	3	3.68
City of Vancouver	Police Officers	3	3.68
City of Vancouver	I.A.F.F.	3	3.18
District of Vanderhoof	Mid. Management	3	2.05
City of Vernon	I.A.F.F.	3	2.90
City of Vernon	I.A.F.F.	4	2.92
City of Victoria	Senior Managers	1	3.16
City of Victoria	I.A.F.F.	1	1.99
City of Victoria	I.A.F.F.	2	3.00
City of Victoria	I.A.F.F.	3	2.31
City of Victoria	I.U.O.E.	1	0.00
City of Victoria	I.U.O.E.	2	2.11
City of Victoria	I.U.O.E.	3	2.92
City of Victoria	Police Officers	3	3.25
City of Victoria	Police Officers	4	4.14
City of Victoria	Police Officers	5	1.74
City of Victoria	Police Assn.	3	3.19
City of Victoria	Police Assn.	4	4.85
City of Victoria	Police Assn.	5	0.98
Village of Warfield	Mid. Management	2	1.36
Village of Warfield	Jr. Management	1	4.05
Village of Warfield	Jr. Management	2	4.09
Village of Warfield	C.U.P.E.	1	4.18
Village of Warfield	C.U.P.E.	2	2.91
District of West Vancouver	Senior Managers	1	3.37
District of West Vancouver	Non-Contract Staff	3	2.91
District of West Vancouver	Transit Exempt Staff	3	2.97
District of West Vancouver	Transit Exempt Staff	4	2.00
District of West Vancouver	A.T.U.	3	3.06
District of West Vancouver	A.T.U.	4	2.91
District of West Vancouver	W.V.M.E.A.	4	3.22
District of West Vancouver	I.A.F.F.	3	3.36
West Vancouver Police Board	Senior Managers	1	2.94
West Vancouver Police Board	Police Assn.	3	3.66
West Vancouver Memorial Library Board	W.V.M.E.A.	4	2.79
City of Williams Lake	Mid. Management	3	-2.85
City of Williams Lake	Mid. Management	4	-4.29
City of Williams Lake	Municipal Support	3	1.40
City of Williams Lake	Municipal Support	4	-4.05

MUNICIPALITIES

Employer	Employee Group	Year	Unweighted % Increase
City of Williams Lake	I.U.O.E.	3	1.02
City of Williams Lake	I.U.O.E.	4	-0.38
Municipality of Whistler	Municipal Service	2	2.72
City of White Rock	Supervis./Foremen/Sec.	3	2.99
City of White Rock	I.A.F.F.	3	3.45

CROWN CORPORATIONS

Employer	Employee Group	Year	Unweighted % Increase
B.C. Assessment Authority	Senior Managers	1	3.31
B.C. Assessment Authority	Mid. Management	3	2.35
B.C. Assessment Authority	Office & Tech.	2	0.00
B.C. Assessment Authority	C.U.P.E.	2	-0.42
B.C. Buildings Corporation	Senior Managers	1	2.67
B.C. Buildings Corporation	Staff	1	0.00
B.C. Buildings Corporation	Staff	2	0.00
B.C. Buildings Corporation	Staff	3	1.77
B.C. Buildings Corporation	Staff	4	1.25
B.C. Buildings Corporation	B.C.G.E.U.	3	3.86
B.C. Development Corporation	Senior Managers	1	3.04
B.C. Development Corporation	Mid. Management	4	3.16
B.C. Development Corporation	Directors	4	3.05
B.C. Development Corporation	Office & Tech.	4	3.15
B.C. Ferry Corporation	Senior Managers	1	3.21
B.C. Petroleum Corporation	Senior Managers	1	3.35
B.C. Petroleum Corporation	Account/Payroll Off.	4	3.39
B.C. Petroleum Corporation	Salaried Employees	4	3.37
B.C. Rail	Senior Managers	1	2.97
B.C. Rail	Supervis./Foremen/Sec.	4	3.49
B.C. Rail	Support Staff	4	3.44
B.C. Systems Corporation	Senior Managers	1	2.87
B.C. Systems Corporation	Mid. Management	3	2.96
B.C. Systems Corporation	Office & Tech.	3	2.97
B.C. Transit	Senior Managers	1	3.17
B.C. Transit	B.C.G.E.U.	3	0.60
B.C. Transit	B.C.G.E.U.	4	2.13
I.C.B.C.	Senior Managers	1	3.35
I.C.B.C.	Mid. Management	3	2.73
I.C.B.C.	O.T.E.U.	2	3.36
I.C.B.C.	O.T.E.U.	3	2.23
Metro Transit Operating Co.	Senior Managers	1	2.38
Metro Transit Operating Co.	I.T.C.U.	1	2.93
Metro Transit Operating Co.	I.T.C.U.	2	3.45
Metro Transit Operating Co.	I.T.C.U.	3	-0.24
Metro Transit Operating Co.	I.T.C.U.	4	1.79

CROWN CORPORATIONS

Employer	Employee Group	Year	Unweighted % Increase
Pacific National Exhibition	Mid. Management	1	2.38
Pacific National Exhibition	Mid. Management	2	3.03
Pacific National Exhibition	I.U.O.E.	3	0.18
Pacific National Exhibition	I.U.O.E.	4	0.00
Pacific National Exhibition	C.U.P.E.	3	0.41
Pacific National Exhibition	C.U.P.E.	4	0.16
Pacific National Exhibition	Staff	3	2.09
Pacific National Exhibition	Staff	4	2.14
Pacific National Exhibition	Support Staff/IATSE	3	1.50
Pacific National Exhibition	Support Staff/IATSE	4	0.52
Pacific National Exhibition	Support Staff/IATSE	5	0.00
Pacific National Exhibition	Hourly Employees/IATSE	3	0.63
Pacific National Exhibition	Hourly Employees/IATSE	4	0.19
Pacific National Exhibition	Hourly Employees/IATSE	5	0.00

BOARDS AND COMMISSIONS

Employer	Employee Group	Year	Unweighted % Increase
B.C. Housing Management Comm.	Mid. Management	1	1.93
B.C. Housing Management Comm.	Mid. Management	2	0.96
B.C. Utilities Commission	Senior Managers	1	3.15
Credit Union Reserve Board	Senior Managers	1	3.20
Credit Union Reserve Board	Mid. Management	3	3.29
Credit Union Reserve Board	Staff	3	3.24
Compensation Stabilization Program	Staff	3	2.83
Emergency Health Services Commission	C.U.P.E.	1	-1.00
Emergency Health Services Commission	C.U.P.E.	2	1.98
Emergency Health Services Commission	C.U.P.E.	3	1.94
Universities Council of B.C.	Professional Staff	4	3.27
Universities Council of B.C.	Support Staff	4	3.48
Workers' Compensation Board	Senior Managers	1	2.61
Workers' Compensation Board	Mid. Management	2	0.27
Workers' Compensation Board	Licenced Professionals	2	0.00
Workers' Compensation Board	Licenced Professionals	3	1.11
Workers' Compensation Board	Professional Staff	2	0.00
Workers' Compensation Board	Professional Staff	3	3.40
Workers' Compensation Board	Office & Tech.	4	-0.15

PROVINCIAL GOVERNMENT

Employer	Employee Group	Year	Unweighted % Increase
Government of B.C.	Salaried Employees	2	2.01
Government of B.C.	Salaried Employees	3	0.99
Government of B.C.	Residents & Interns	3	0.27
Government of B.C.	Residents & Interns	4	1.98
Government of B.C.	Residents & Interns	5	2.54
Government of B.C.	Mid. Management	1	-11.93
Government of B.C.	Mid. Management	2	2.49
Government of B.C.	Mid. Management	3	0.89

EXEMPTION ORDERS ISSUED IN 1985

Employer	Employee Group
Health and Community Care Facilities	
Uphill, Tom Memorial Home	C.U.P.E.
School District	
S.D.#01 (Fernie)	Fernie District Teachers' Assn.
S.D.#02 (Cranbrook)	Cranbrook Teachers' Assn.
S.D.#03 (Kimberley)	C.U.P.E.
S.D.#07 (Nelson)	Nelson District Teachers' Assn.
S.D.#11 (Trail)	C.U.P.E.
S.D.#13 (Kettle)	Kettle Valley Teachers' Assn.
S.D.#14 (South Okanagan)	Southern Okanagan Teachers' Assn.
S.D.#15 (Penticton)	Penticton District Teachers' Assn.
S.D.#17 (Princeton)	C.U.P.E.
S.D.#19 (Revelstoke)	I.U.O.E.
S.D.#26 (North Thompson)	North Thompson Teachers' Assn.
S.D.#27 (Cariboo-Chilcotin)	Cariboo-Chilcotin Teachers' Assn.
S.D.#28 (Quesnel)	Quesnel District Teachers' Assn.
S.D.#28 (Quesnel)	U.B.C.J.
S.D.#29 (Lillooet)	Lillooet Teachers' Assn.
S.D.#31 (Merritt)	Nicola Valley Teachers' Assn.
S.D.#38 (Richmond)	Richmond Teachers' Assn.
S.D.#39 (Vancouver)	C.U.P.E.
S.D.#39 (Vancouver)	I.U.O.E.
S.D.#40 (New Westminster)	C.U.P.E.
S.D.#42 (Maple Ridge-Pitt Meadows)	Maple Ridge Teachers' Assn.
S.D.#43 (Coquitlam)	C.U.P.E.
S.D.#43 (Coquitlam)	Coquitlam Teachers' Assn.
S.D.#44 (North Vancouver)	North Vancouver Teachers' Assn.
S.D.#46 (Sunshine Coast)	Sunshine Coast Teachers' Assn.
S.D.#47 (Powell River)	Powell River Teachers' Assn.
S.D.#48 (Howe Sound)	Howe Sound Teachers' Assn.
S.D.#54 (Bulkley Valley)	Bulkley Valley Teachers' Assn.
S.D.#55 (Burns Lake)	Burns Lake District Teachers' Assn.
S.D.#57 (Prince George)	Prince George District Teachers' Assn.
S.D.#57 (Prince George)	I.U.O.E.
S.D.#59 (Peace River South)	B.C.G.E.U.
S.D.#60 (Peace River North)	Peace River North Teachers' Assn.
S.D.#61 (Greater Victoria)	C.U.P.E.
S.D.#61 (Greater Victoria)	Greater Victoria Teachers' Assn.
S.D.#63 (Saanich)	Saanich Teachers' Assn.
S.D.#65 (Cowichan)	Cowichan District Teachers' Assn.
S.D.#66 (Lake Cowichan)	C.U.P.E.
S.D.#66 (Lake Cowichan)	I.W.A.
S.D.#68 (Nanaimo)	Nanaimo District Teachers' Assn.

EXEMPTION ORDERS ISSUED IN 1985

Employer	Employee Group
S.D.#70 (Alberni)	Alberni District Teachers' Assn.
S.D.#71 (Courtenay)	Comox District Teachers' Assn.
S.D.#80 (Kitimat)	Kitimat District Teachers' Assn.
S.D.#81 (Fort Nelson)	B.C.G.E.U.
S.D.#84 (Vancouver Isl. West)	Vancouver Isl. West Teachers' Assn.
S.D.#85 (Vancouver Isl. North)	Vancouver Isl. North Teachers' Assn.
S.D.#86 (Creston Kaslo)	Creston Valley Teachers' Assn.
College or University	
B.C.I.T.	Staff Society
Douglas College	B.C.G.E.U.
Douglas College	Faculty Assn.
East Kootenay Comm. College	Faculty Assn.
Kwantlen College	B.C.G.E.U.
Northern Lights College	B.C.G.E.U.
Vancouver Comm. College	B.C.N.U.
Vancouver Comm. College	Vocational Instructors' Assn.
Municipalities	
Village of Burns Lake	C.U.P.E.
Capital Reg. Dist.	B.C.N.U.
Delta Police Board	Police Assn.
City of Duncan	C.U.P.E.
Town of Esquimalt	C.U.P.E.
City of Fort St John	B.C.G.E.U.
Greater Victoria Public Library	C.U.P.E.
New Westminster Police Bd.	New Westminster Police Assn.
District of North Cowichan	C.U.P.E.
District of North Saanich	C.U.P.E.
District of Oak Bay	C.U.P.E.
Port Moody Police Bd.	Police Service Union
City of Prince George	C.U.P.E.
District of Saanich	C.U.P.E.
Town of Sidney	C.U.P.E.
District of Sparwood	C.U.P.E.
Vancouver Police Board	Vancouver Police Officers' Assn.
Vancouver Police Board	Vancouver Police Union
City of Victoria	C.U.P.E., Local 50
City of Victoria	C.U.P.E., Local 388
City of Victoria	I.U.O.E.
Dist. of West Vancouver	Amalgamated Transit Union
Dist. of West Vancouver	West Vancouver Municipal Employee's As.
Dist. of West Vancouver	Police Assn.
Crown Corporations	
Metro Transit Operating Co.	I.T.C.U.

LIST OF PUBLIC SECTOR EMPLOYERS COVERED BY THE COMPENSATION STABILIZATION ACT

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a) the government,

b) a corporation or an unincorporated board, commission, council, bureau, authority or similar body that has,
   i) on its board of management or board of directors, a majority of members who are appointed by an Act, a minister of the Lieutenant Governor in Council, or,
   ii) employees appointed under the **Public Service Act**,

c) a municipality,
   i) a municipality,
   ii) a regional district, and
   iii) an improvement district
   as defined in the **Municipal Act**,

d) a board of school trustees as defined in the **School Act**,

e) a university as defined in the **University Act**,

f) an institution as defined in the **College and Institute Act**,

g) a community care facility as defined in the **Community Care Facility Act** which receives funds from another public sector employer, and

h) a hospital as defined in the **Hospital Act** or **Hospital Insurance Act** which receives funds from another public sector employer, and

i) an employer designated in the Schedule:

SCHEDULE

Board of Parks and Recreation under section 485 of the **Vancouver Charter**, S.B.C. 1953, c.55
British Columbia Assessment Authority
British Columbia Buildings Corporation
British Columbia Development Corporation
British Columbia Ferry Corporation
British Columbia Harbours Board
British Columbia Housing Management Commission
British Columbia Hydro and Power Authority
British Columbia Institute of Technology
British Columbia Petroleum Corporation
British Columbia Railway Company
British Columbia Steamship Company (1975) Ltd
British Columbia Systems Corporation
British Columbia Utilities Commissioner
Capital Regional Hospital District
City of Vancouver
Compensation Stabilization Commissioner
Greater Campbell River Water District
Greater Nanaimo Water District
Greater Vancouver Regional Hospital District
Greater Vancouver Sewerage and Drainage District
Greater Vancouver Water District
Greater Victoria Water District
Insurance Corporation of British Columbia
Labour Relations Board
Metro Transit Operating Company
North Shore Union Board of Health
Pacific Coach Lines Limited
Pacific National Exhibition
Provincial Capital Commission
The Glendale Lodge Society
Workers' Compensation Board